



SUN TEKSTİL
EKOTEN

SUSTAINABILITY
REPORT
2024

SUN
TEKSTİL

| **ekoten**

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ABOUT THE REPORT





About Our Report

As Sun Tekstil and Ekoten, we are happy to share our report, which includes our strategies and highlights of our activities in 2024, within the scope of our corporate group's holistic sustainability approach. We are very excited to bring the impact of our work to the attention of our stakeholders and to magnify this impact together to "Design a Sustainable Future" through our sustainability reports, which are very valuable to us and which we aim to publish every year.

This is our fourth Sustainability Report and covers activities we carried out at Sun Tekstil and its subsidiary Ekoten Tekstil between 1 January 2024 and 31 December 2024. We have prepared our report considering the 10 principles and basic reporting principles of the United Nations Global Compact, of which we are a signatory and a stakeholder since 2014, World Economic Forum (WEF) key sustainability metrics, industry-specific standards and prioritization approaches set by the Sustainability Accounting Standards Board (SASB), the criteria of the World Business Council for Sustainable Development (WBCSD) Reporting Matters methodology, Corporate Sustainability Reporting Directive (CSRD) and IFRS S1 (General Requirements for Disclosure of Sustainability-Related Financial Information) and IFRS S2 (Climate-related Disclosures) standards prepared by the International Sustainability Standards Board (ISSB).

As can be seen in the content of our report, in addition to our group sustainability targets within the scope of our holistic sustainability approach, we have also emphasised and shared the activities in line with the targets we have set for Sun Tekstil and Ekoten Tekstil in line with the different fields of activity and needs of our companies.

We are aware of the importance of partnerships for the goals in this journey, which we set out with the heartfelt belief that it is possible to design a sustainable future, and we welcome you to send your valuable comments, suggestions, and contributions to our e-mail address below.

You can access the highlights of our 2024 Sustainability Report by clicking on the link.

You can access detailed information about the abbreviations in the report by clicking on the link.

Group Sustainability Committee
surdurulebilirlik@suntekstil.com.tr



MESSAGE FROM THE CHAIRPERSON

02



Elvan Ünlütürk

Sun Tekstil Chairperson
of the Board

Dear stakeholders,

As we left behind 2023 and 2024, which are known as the years of polycrisis, we once again understood the urgency and importance of implementing actions that will make an impact even under challenging conditions. Following the sustainability regulations that support the need for urgent action, the business world was forced to review its commitments and actions. While the gap in action towards 2030 commitments is demonstrated by objective reports, we believe that the momentum sustainability practices gained in 2024 provides a promising foundation for the next five years.

Happily, in our journey that we started many years ago with the strategic goal of “Designing a Sustainable Future Together”, we continuously strengthen our activities that create value for society and the world with better practices.

With our circular by design approach, which is based on the circular fashion approach from the design stage, we develop designs that also cover the afterlife of our products with our practices that make a difference in material selection and design techniques. In line with our goal of using certified sustainable raw materials with traceability in all production processes, we produced 75% of all our products using sustainable raw materials in 2024. In order to reach the goal of 100% sustainable raw material use in 2040, we implement the innovation studies needed by our industry under the leadership of our R&D Center and with the valuable cooperation of our stakeholders.

We apply environmentally friendly production methods in all processes until the products complete their life cycle and are prepared for their second life, and we ensure transparency and traceability for our stakeholders. In order to reduce textile waste from production, which is one of the biggest problems in our resource-intensive sector, and to increase the rate of value-added recycling from textile to textile, we launched our industrial symbiosis project in the field of mechanical recycling. In 2024, we started our collaborations where chemical and thermo-mechanical recycling methods are applied.

We believe that sustainable transformation cannot be separated from digital transformation and we are realizing our strategies with significant investments in this direction. Thanks to our transformation activities in design and collection processes, we have become a partner that makes a difference in providing services to our customers through digital platforms. As of 2021, we started to offer fit samples of our designs to our customers whose infrastructure is compatible with us in digital environment using three-dimensional pattern preparation software, thus saving raw materials, energy, labor and time. In 2024, we took our practices to an important level by collaborating with the Artificial Intelligence Assisted Design Platform. Thanks to this collaboration, we received the “Most Effective Corporate-Entrepreneurship Collaboration” award at the Entrepreneurial Institutions Platform Corporate Entrepreneurship Awards.

We are increasing the resilience of our supply chain day by day with Sustainability Performance Scorecards, which are an important output of our holistic sustainability approach and which we started to implement for our suppliers in 2020. We conduct periodic audits of the production facilities of our stakeholders, which realize 80% of our production from approximately 300 suppliers in five regions of Turkey, and score them with our eight different performance scorecards developed to cover international standards and the priorities of our stakeholders. We provide them with feedback in line with the audit findings and provide mentoring for improvement efforts.

In 2024, we added new ones to our various promotional activities, especially the “Our Values and Beyond” trainings, which we initiated in order to make our values, which we put at the center of our corporate culture, memorable, understandable, attractive and meaningful. We aimed to increase permanence by using gamification applications in our new trainings consisting of Our Values, Our Code of Conduct, Our Corporate Culture and Social Compliance. We brought together our Code of Conduct and Code of Ethics booklets, which we created based on our Solar Route, and our Human Resources Policy, enabling our colleagues to access all our documents at once. At the same time, we turned our Values and Code of Conduct into animated videos with the voiceover of our colleagues and published them on our digital training platform Sun Academy, making them enjoyable and fun to watch regardless of time and place.

We continue to develop qualified human resources within the scope of the programs we have structured for our talents and young talents. In line with our Sustainable Development Goals, we touch not only our colleagues but also our producers and suppliers. In 2024, we achieved a 100% training participation rate among our suppliers, providing a total of 2,557 hours of training at 107 facilities. This year, we supported a total of 110 students in their development journeys, including 31 university students within the scope of our Future is in Sun, Sun Design Project and Digitalise the Next young talent programs, and 17 university students and 62 high school students within the scope of our other internship supports.

We care about realizing high impact corporate social responsibility projects that create value for society together with our stakeholders. In this direction, we created benefits by establishing partnerships for causes with 16 social responsibility projects with high social impact, 4 scholarship programs, 16 NGO memberships and more than 6 sponsorships that we carried out in 2024.

Considering all these, our digital transformation processes, environmentalist practices, people-oriented approach and strategies become very important indicators that our company will continue on its sustainability journey with decisive steps, gaining momentum. I would like to extend my sincere thanks to all our employees and stakeholders who contribute to our efforts to do the best day by day on our journey to present fashion to the world and the future to fashion.

Kind Regards,
Elvan Ünlütürk



Günkut Gürşen

Ekoten Chairperson
of the Board

Dear stakeholders,

As extreme weather events, water scarcity and ecosystem losses caused by climate change around the world are becoming increasingly devastating, the textile industry is one of the primary stakeholders in this global transformation. Global reports reveal that without urgent emission reductions in industrial processes, it will become almost impossible to reach the 2030 commitments. In this period when our country is facing increasing temperatures and high risk of drought, we are urgently implementing our science-based goals to reduce our vulnerabilities and make our industry climate resilient. Within the framework of the Paris Agreement and Net Zero, we put circular production models and water efficiency at the center of our business strategy while accelerating our energy transformation.

Within the scope of feasibility studies carried out in 2023, in line with the data obtained from our field practices, we activated our system for 45 days at certain capacities in line with the data obtained from our field practices, and we recovered a total of 48,366 m³ of water and used it in our fabric dyeing operations. In this process, we managed to provide 65% of the daily water requirement of our dye house from the recovered water. We aim to increase our wastewater recovery rate to over 90% by the end of 2025.

In 2022, we became one of the few textile companies in Turkey to commit to setting science-based targets on the Science Based Targets Initiative (SBTi) platform. We are proud to share that our near-term science-based greenhouse gas emission reduction targets were approved by SBTi in August 2024. By completing this important milestone, we are happy to be the 4th company in Turkey to have its science-based targets approved in the Textile, Apparel, Footwear and Luxury Goods sector and the 42nd company to have its targets approved across all sectors.

In 2012, we reduced our emissions per unit product by 6% compared to 2023 thanks to our greenhouse gas emissions management studies that we started reporting according to international standards. Thanks to our strengthened governance mechanism, commitments, risk and opportunity analysis approaches, we have been voluntarily reporting in the Climate Change Program of the Carbon Disclosure Project CDP (Carbon Disclosure Project) for 2023 since 2012 and we have been receiving successful scores.



In 2024, we had our water footprint data for the years 2022 and 2023 certified by an independent organization within the scope of the ISO 14046 standard verification process, which we carried out for the first time in 2024. With our strengthened governance mechanism and the momentum provided by our water footprint reports, we realized CDP Water Security reporting for the first time in the 2024 CDP period. In line with the guidance provided by CDP, we aim to implement the most up-to-date global best practices in our governance and reporting processes.

We continue to report our good practices that we have implemented to establish partnerships with all supply chain stakeholders in the effective fight against the climate crisis in the CDP Supplier Relations Rating Program. In order to strengthen our practices, we expanded our supplier sustainability performance scorecard practice in 2024 as we targeted.

In addition to the use of certified sustainable raw materials, we strengthen our efforts to transition to a low carbon economy with our digital solutions in all processes starting from design. In this direction, we have made many investments, including three-dimensional design software, artificial intelligence-based automatic quality control systems, production execution systems and ERP software transformation.

With a holistic perspective, we want to realize transformation together with all our supply chain stakeholders by setting more ambitious goals in the fight against climate change and to inspire by setting successful examples in our industry. I would like to extend my sincere thanks to all our employees and stakeholders who have contributed wholeheartedly to this important journey.

Kind Regards,
Güncüt Gürşen



ABOUT US

03

The Values That Shape Us

We have created and visualized our values with a sea voyage and islands to ensure that our five values, which we have found together, are involved in the lives of our colleagues, newcomers, and young talents.

We have been operating in the Aegean Region for 35 years, so we have created our compass and route by using the Sun Route metaphor, which has always reflected our desire to keep the spirit of the Aegean Region alive and our goal-oriented approach.

We have adopted the design of value islands and their symbols with meaningful and memorable messages.

 <p>With our value of "by designing our dreams", we tried to convey to our target audience the messages that we are different thanks to our values, original, innovative, creative, courageously hanging, and versatile.</p>	 <p>With our value, we tried to convey to our target audience the messages that we developed and produced creative solutions, that we believe in lifelong learning, that we develop together with all our stakeholders, and that we have a culture of appreciation.</p>	 <p>With our value "by dignifying", we tried to convey to our target audience our messages that we are reliable, fair, transparent, and responsible with our values, that we invest in a sustainable future, and that we offer equal opportunities.</p>	 <p>With our value of "with love", we tried to convey to our target audience the messages that we work with team spirit and pleasure, that we communicate sincerely and openly, and that we work with fun.</p>	 <p>With our value of "we do the best", we tried to convey to our target audience the messages that we constantly improve, that we are target oriented, and that we are fast, flexible, and agile.</p>
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Milestones

1987 Sun Tekstil was founded in Izmir.

1989 First export.

1991 Knitting Department was established.

1994 Dyeing Department was established.

2000 Sun Tekstil becomes the majority shareholder of Ekoten Fabrics.

2010 The R&D Center was established with the approval of the Ministry of Industry and Technology.

2012 Sun Textile UK Ltd was founded.

2012 London and Leicester design offices were opened in the UK.

2012 La Coruna design office was established in Spain.

2018 Investment in new knitting factory for Ekoten Fabrics.

2022 Sun Tekstil has started to be traded at BIST.

2023 Sun Tekstil Barcelona office established in Spain.

2024 Sun Tekstil's new production facility in Torbalı OIZ started operations.

Sun Tekstil

About

Sun Tekstil Sanayi ve Ticaret Anonim Şirketi was established and started its operations in 1987 to manufacture, export and domestic trade of woven, knitwear, textile and apparel products. The Company carries out its production activities in its facilities located in Torbalı, Izmir. The Company currently designs, produces and sells women's clothing collections for brands operating in the global ready-to-wear retail sector.

The Company generates approximately 5% of its total apparel sales from its Torbalı facility. Approximately 95% of its products are supplied by apparel suppliers that produce exclusively for Sun Tekstil. It manages its processes with optimum efficiency with approximately 300 stakeholders operating in the fields of fabric, accessories, apparel, packaging and logistics from different regions of Turkey in the value chain. In 2024, 91% of Sun Tekstil's solo sales consist of international sales to more than 10 countries. In addition, according to the data announced by the Turkish Exporters Assembly (TIM), Sun Tekstil ranks first among the companies with the highest exports in the Aegean Region Ready-to-Wear and Apparel sector.

The Company's strategic geographical location and its ability to produce value-added products compared to its peers provide a competitive advantage. The Company's main markets are Spain, Sweden and the UK. The Company's largest customer is a Spanish retail group. The Company's second largest customer group is located in the UK, followed by the customer group in Sweden. Sun Tekstil has a total of 5 design offices in La Coruna and Barcelona in Spain, London and Leicester in the UK and Turkey in order to respond quickly to customer demands, maintain close contact with the customer and show its strength in design in the most effective way in regions close to customers' locations.

Ranking 340

Türkiye's Top 500
Industrial Enterprises by
Istanbul Chamber
of Industry (2023)

Design-oriented
and predicting
future trends

\$300 M +
Annual Turnover

One of the best
circular knit
fabric factories
in Türkiye

3 Million +

Pieces Monthly
Export Figure

With over
1,300+
employees,
operating in
three countries

850
New Designs
Each Month

Strong in
design, graphic
design, and
fabric
development

4.250
Samples
Each Month

SUN
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Sun Textile UK



Sun Textile UK Limited continues its activities in the international arena with the ability to keep its competitive power by being close to the customers in the global market, using the power of advanced design and product development together with the design team based in the UK, and providing flexible and fast service to customers. Strategically positioned Sun Textile UK does not engage in any textile production activities, but only offers design services.

Ekoten

Founded in 1994 and operating under Sun Tekstil since 2000, Ekoten Tekstil has two production facilities in Torbalı with a total closed area of 65 thousand square meters. In its facility located in the Torbalı Organized Industrial Zone, the company produces various and high quality knitted fabrics with a total of 235 circular knitting machines on an area of 20 thousand square meters and sells its fabric collections. Ekoten has a monthly production capacity of 1,250 tons and designs approximately 250 new fabrics per month. Ekoten's Torbalı facility carries out dyeing, finishing and quality control processes. Apart from the fast fashion market, Ekoten has also become an important supplier of functional textiles, which has been an important part of its strategy for the last 5 years. The company's target markets and customers are international registered brands operating in Turkey, America and Europe. It manages its processes with optimum efficiency with approximately 135 stakeholders operating in the fields of yarn, dyestuff, chemicals, packaging and logistics from different parts of the world in the value chain.



Ranking 205

Türkiye's Second 500 Industrial Enterprises by Istanbul Chamber of Industry (2023)

235

Knitting Machine

15.000 Tons +

Annual Production Capacity

40 Tons

Daily Knitting Capacity

40.000+

Clothing Library

250 Pieces

New Fabric Designs per Month

ekoten

Sun Tekstil R&D Center

As Sun Tekstil R&D Center, our aim is to develop high value-added, high impact and sustainable products and technologies in the fields we operated in so we place R&D and innovation activities at the center of our work aligning with our “We Do The Best” value. We feed our main methodology, the Sun Tekstil Innovation Cycle, with both internal resources and external collaborations. We evaluate the opportunities we gathered from the platforms we are member of, the events we organize and participate in, together with the experts from different disciplines and with a system designed specifically for our organization.

Our innovation approach allows us to increase efficiency by simplifying our processes and align our project portfolio with our corporate priorities. We make our processes flexible according to the target markets of the projects we develop and we are able to offer solutions suitable for a wide range of different sectors from fashion to health. Involving our stakeholders who form the basis of our business model in our innovation process at early stage, we increase both effectiveness and project success rate. As a result, we succeed in creating a more sustainable and effective business model. As a result of these efforts and practices, we are proud to be the 162nd company with the highest R&D expenditure in Turkey according to Turkish Time. We continue to be one of the pioneers of the textile industry thanks to the know-how we have gained as a result of our R&D activities, the innovation infrastructure that we have created and our strong design capability. We became the champion by receiving the Most Innovative Project Award with our project titled “Developing Smart Clothing for Use in Extreme Cold Environments” at the TechXtile Innovation League, organized for the 10th time by Uludağ Textile Exporters Association.

R&D CENTER

340

National
Partners

380

International
Partners

38

Partner
Countries

7

Internationally
Supported Projects

28

Nationally
Supported Projects

410

Completed
Project

31

Ongoing Project

30

Researcher

26

Patent Portfolio

17

Design Portfolio

74

Scientific
Publications

44

International Project
Applicatio with
Different Consortium

12

Awards

36

Number of
Employees

We have developed our R&D strategies based on our company's sustainable profitability, innovative design and digital transformation strategies, as well as within the framework of a global community-oriented approach. In line with our long-term R&D strategies, we identify suitable markets for potential new investments of Sun Group of Companies and create necessary technological infrastructure and develop value-added products for overseas markets in order to increase our export power. In addition, by adapting to the critical changes in the European Textile Strategy, we create the necessary collaboration network to strengthen our competitive advantage and support the development of key materials and technologies required for sustainable industrial transformation.

Our short-term goals are to develop innovative textile products and designs by combining our existing know-how and experience with current technologies. Our medium-term goals are to identify new sectors where we can gain competitive advantage using our experience and know-how in technical textiles, to develop new products and technologies for these sectors, to integrate innovative materials and design processes for the fashion and apparel industry into our company business models and to carry out our industrial transformation studies in line with the sustainability trend that will become necessary due to critical changes in the European Textile Strategy. In line with our strategies, we attach importance to sustainability efforts and carry out our R&D activities within the scope of our priority Sustainable Development Goals; SDG 5, SDG 8, SDG 9 and SDG 12, addressing materials, processes and the environment in a holistic manner. With this perspective, in 2024, we made nine different project applications to the Horizon Europe Program conducted by European Commission, focusing on sustainable materials and circular process designs, with a total budget of 45 million EUR and high impact value. We worked closely with 12 organizations from 20 countries, including universities, research institutes and companies from the private sector in these application processes, where we focused on calls for bio-based chemicals and textile materials, textile-to-textile recycling methods, traceability tools, sustainable and circular economy models, development of greener textile processes and training of trainers in Horizon Europe Cluster 4, Cluster 6, Circular Biobased Europe and Erasmus+.

We are aware that digital transformation supports sustainability transformation and we closely monitor the positive effects of digitalization efforts in the textile industry. Within the scope of our project with the acronym "DefectFree", which was entitled to be funded under "Eureka Sustainability Call" that started in 2024, we are developing autonomous fault detection systems in complex fabric structures with artificial intelligence and machine learning and focusing on new technologies to apply the principle of "zero waste production" to the industry with our Portuguese partner. In 2024, we submitted a digitalization project proposal with a budget of 7 million EUR to Horizon Europe Program. We worked with 12 partners from 6 countries focusing on digitalization of our apparel manufacturing processes, making the workforce more qualified, developing artificial intelligence supported robotic systems that will enable higher efficiency production by spending less energy and resources by performing quality control stages with digital technologies and integrating them into industrial production environment.

Within the scope of PLASTICE Project, which was initiated based on the fact that only 20% of total plastic produced today is recycled, we are working on recycling plastic waste into the circular economy with four different chemical recycling technologies. Currently, we have succeeded in separating polyester content from polyester-cotton blended fabric wastes in a quality level that can be reused in textiles. We continue to work on the reuse of the recycled yarns and fabrics in different products in textile industry. PLASTICE Project is carried out by a consortium of 25 stakeholders from academia, industry, research and technology institutes based Austria, Belgium, France, Greece, Italy, Spain, Netherlands and Turkey.

In line with our strategic goals, we attach importance to the transition to a safe circular economy and take into account all design, production, use and end-of-life processes. Within the scope of TORNADO Project, which we carry out with 14 partners from 5 countries in order to support these efforts, we focus on functional raw materials that will provide “Safe and Sustainable by Design Criteria” and we are working on development and application of bio-based, environmentally friendly and easier recycling water and oil repellant chemicals in different sectors. In 2024, we continued our process development efforts to apply developed bio-based water and oil repellant chemicals to textile materials.

As a part of our goal to contribute to green transformation in the industry in line with our sustainability targets, we are working to increase the amount of textile-to-textile recycling and to introduce bio-based and sustainable products to the market within the scope of the BioSusTex Project, which we carry out with 13 partners from 8 countries. In this project that started in 2024, we focus on the reuse of cellulosic textile wastes in the textile industry by recycling them with appropriate methods and carry out several activities to recover cellulosic fabric wastes containing dyed, printed and elastane with environmentally friendly methods.



We follow technologies and developments in fashion, as one of the focus areas of our R&D Center, and incorporate them into our processes. We carry out projects to bring new materials and technologies into circular fashion with a focus on sustainability. In this framework, we design our work on environmentally friendly materials and processes together with our internal and external stakeholders. We believe that sustainable fashion starts at the design stage and we evaluate sustainable or bio-based alternatives in our material choices. We advance our sustainable fiber research with this focus and strive to use our domestic resources. In this context, in 2024, we applied to TÜBİTAK's 1833 SAYEM Green Transformation Call, based on the European Green Deal, which we laid the foundations in 2023. With participation of 30 companies, 8 universities, 2 research institutes and 1 technology transfer office, we aimed to carry out studies for the use and utilization of domestic hemp grown in Turkey in the industry. Again, we continued our research on sustainable alternative materials and technologies in the field of developments in sustainable printing techniques, which we started in 2023. We continued our work on this subject in cooperation with the leading textile chemicals manufacturers and fast fashion brands of our country. As a result of our studies, we determined that there are still technological gaps in this field and that machinery and dye manufacturers should also carry out R&D activities in this field. Since our work requires long-term R&D and a multi-disciplinary consortium, we decided to re-evaluate it in the future. With the knowledge accumulated in 2 years of work, we have created a valuable input to the "learning" phase, one of the most important steps in the innovation cycle of our R&D center.

We continue to evaluate our efforts towards sustainable fashion in terms of waste burden. In this context, we evaluate our positive contribution to our carbon footprint as a result of the designs we develop using garment production pattern preparation methods that will ensure zero waste and the support of these processes with data. We reduce the amount of fabric used by manipulating designs with intensive fabric use, such as "Drape", which gives drape to the garment, with printing technologies. On the other hand, we design more durable products in order to reduce post-user waste with the long-term use of clothing products. In these designs, we make choices such as the right material, fabric structure, accessories and sewing method. We also address the issue of the inability to separate multi-component structures and low recycling efficiency in the recycling of post-user products. In this context, we develop single-component products. We create a mono-cycle process by selecting a single material for each component that makes up the product.



We focus digital transformation from R&D perspective in order to apply our sustainability perspective to all our processes. In 2024, we keep continue to our research on digitalisation in fashion and development of artificial intelligence design tools. We assessed the impact of different artificial intelligence design tools on design processes with qualitative and quantitative methods and compared the capabilities of existing Technologies and shared our results as a scientific publication and applied to international refereed journals. We support these studies with university-industry collaborations and contribute to national knowledge. We enhanced our work on the digitalization of fashion with 3D pattern and design programs and continue our efforts to reduce the burden of physical sample production. In this context, we analyze the current situation of our sample production processes and determine the work steps that can be digitized in short term. In one of our internally-funded Project that we completed in 2024, we are solving inefficient work steps and technical difficulties in accessory changes in physical sample production with 3D design and pattern programs. As a result, we aim to be a pioneer in our country's textile industry by making a significant contribution to the circular economy.

We continue our R&D activities to increase the integration of machine learning, another focus of our digital transformation efforts, into our processes. In 2024, we continued our work on machine learning with Ege University Computer Engineering. In this context, we completed a project with our internal resources. With the development of a breakdown maintenance planning system based on machine learning, we improved business processes in an incremental and cyclical manner and commissioned it at our subsidiary Ekoten Tekstil.

In 2024, we continued to work on value-added recycling of textile waste, which we focus on within the scope of our industrial transformation efforts that support sustainability, and we experienced how complex it is to work with a large number of different fabric contents and countless different product variations. To overcome this challenge, we take the most up-to-date knowledge we have obtained about the known state of the art through different innovation models such as university-industry cooperation, corporate venture cooperation, technology investment and conducting international systematic R&D cooperation projects.

We aim to contribute to both our industry and the future by identifying strategies to reduce our carbon footprint. In this context, we follow the European Union's regulations on sustainability and carry out projects with our teams to comply with these regulations. In these projects, we focus on innovative production methods that minimize environmental impacts, technologies that save energy and water, and the development of materials that are based on circular economy principles, have high strength and are suitable for reuse by paying attention to the waste hierarchy.

In 2024, based on the changes in the REACH Regulation, we evaluated the permissions and restrictions on the use of micro plastics and conducted research on the use of biodegradable accessories and their applicability to textile materials. While continuing to work on the parameters determined during the application of environmentally friendly and biodegradable materials, we conducted studies on performance and washing resistance. As a result, we developed textile products that are both environmentally friendly and compliant with the REACH Regulation and continued our work on fabric qualities to be used in our new collections within the framework of sustainable fashion understanding. With the studies we carried out within the scope of the project, we took important steps to reduce microplastic pollution and increase the knowledge at industrial level. Synchronously, we continued our projects on determining the durability and microfiber emissions of knitted fabrics made of 100% pure polyester and 100% polyester recycled from PET bottles and ready-to-wear garments produced from these fabrics during their lifetime after repeated washing processes.

We prioritize reducing our carbon footprint, supporting circular economy models and increasing social benefit at all stages from our supply chain to the product life cycle. In this context, we continued our work on environmentally friendly production methods in 2024. We continue to conduct research and negotiations with companies on cooperation on less water consumption and energy consumption of dyeing machines within our subsidiary Ekoten Tekstil.

By adopting sustainable production methods, we also continue our commitment to provide our customers with environmentally friendly products at high quality standards. With this perspective, we have worked on innovative surface modification techniques and continued our efforts to improve production quality by removing dirt, oil and contaminants on the surface at the micro level and to use waterless technologies in applications for hydrophilizing fabrics. We continue to collaborate with expert institutions and organizations.

In 2024, we carried out natural dyeing studies with high fastness values and developing dyeing processes of cotton and polyamide fabrics with natural dyestuffs from renewable resources that do not contain toxic materials. Within the scope of the project, we collaborated with Sun Tekstil design teams and brought fabrics dyed with natural dyestuffs together with design. As a result of our trend research, we have determined that the demand for bio-based materials with a focus on sustainability is increasing. In 2024, we continued to work on the development of environmentally friendly and functional textile products using chitosan biopolymer as a material obtained from natural resources, biodegradable and environmentally friendly. We develop environmentally friendly and functional textile products by addressing the current shortcomings of chitosan with innovative approaches and integrating it into commercial processes.

With the increasing awareness of the importance of reusing and recycling textile materials and using recycled materials as raw materials in the textile industry, Sun Tekstil R&D Center continued to increase our research and collaborations in this direction. We examined the studies on this subject at the textile fairs that we attended. By closely following the sustainability efforts of textile chemicals companies, we continued our efforts to contribute to the circular economy in 2024 in order to create long-term value that will increase social and environmental benefits. We started to use textile chemicals (silicone, oil, etc.) obtained from bio-based or recycled materials that are equivalent to standard production, have the same performance in our R&D Center laboratory, and continued to work with chemical manufacturers.

In addition, thanks to the shift started in consumption habits and fashion understanding of customer, the market for washable and reusable products has been paved the way for the growth of the market instead of disposable and environmentally burdensome products. With this perspective, we continue to work on multi-use products as high performance alternatives to disposable products. We continue to develop fabric structures with different constructions using special content fibers in order to reduce the environmental loads of disposable products. In this context, we continued to cooperate with companies with large-scale industrial cafeterias within the scope of the project to develop special garments for the multi-use gastronomy sector and realized sales for commercial products in 2024. For our multi-use product group equivalent to disposable products, we have made local and international patent and utility model applications.

Because of our collaborations with the sustainability departments of different companies, we started field trials of the garments we developed for the use of tobacco producers in the Aegean Region. We designed these multi-use isolation coveralls used for spraying to protect people against pollution such as liquid and solid chemicals, oils, non-toxic liquids, airborne substances, dust and fibers.

As Sun Tekstil R&D Center, we have made it our mission to develop the innovation ecosystem in our region. In this context, we come together with entrepreneurs and focus on technology transfer, cooperation and mentoring activities. In our collaborations with entrepreneurs and in determining the initiatives we will invest in, we attach importance to the impact value of the initiative and include it among our corporate evaluation criteria. In 2024, we met with 37 startups with an impact hypothesis. We brought 16 of these startups together with our experts from relevant departments. At the end of this process, we started cooperation with 7 startups.

In order to increase the sustainability awareness of our employees within the company, we contributed to the development process of an application that provides interaction and sustainability awareness through gamification within the scope of an in-house entrepreneurship program of an Istanbul-based company and became its launch partner. We had the opportunity to organize various awareness-raising activities that will contribute to the adoption of the concept of sustainability of our employees.

Within the scope of our support to the bio-tech startup founded by a female entrepreneur based in Turkey, we worked on dyeing made by a completely environmentally friendly bio-technological method. In 2024, we provided the entrepreneur with technical infrastructure support, as well as support in approaching the necessary investment opportunities for scale-up, and provided the necessary infrastructure support for the continuity of the entrepreneur's project funded by the European Union under the So Tech In Factory call.

In 2024, we continued our R&D cooperation with the Istanbul-based startup, which processes textile wastes which are difficult to recycle with mechanical methods and uses them as insulation materials in buildings. The textile structure obtained from our industrial wastes was re-included in the production cycle and used in a new generation thermal insulation material.

In 2024, we continued to establish mutually beneficial collaborations by coming together with young entrepreneurs developing new technologies at the Stakeholders Office within Izmir Bilimpark A.Ş., one of the leading technoparks in our region. In 2022, we activated our Sun Tekstil R&D office at the "IzQ Innovation Center", which was established to raise awareness of entrepreneurship, R&D and innovation in Izmir. In this way, by interacting with start-up companies in the "Entrepreneurship Center" under the same roof, we increased our activities to open the horizons of our R&D Center researchers and disseminate our existing knowledge. In 2024, we continued to take part in Here2Next, which brings together corporate companies that want to improve their cooperation processes with start-ups, and Girişimci Kurumlar Platformu, which brings together institutions that are transformed by innovation and entrepreneurship culture with the aim of developing Turkey's entrepreneurship ecosystem. Thanks to these access points, the networks we are involved in and the national/international events we participated in, we met 554 start-ups in 2024 and had the opportunity to listen to the solutions of 390 different start-ups. We continued to provide capital support to technology startups by participating in a venture capital investment fund that focuses on early-stage startups based in Turkey e, where 40% of its current investment portfolio is impact hypothesis. We also continued to diversify our portfolio in this area by participating in a second venture capital investment fund that invests in innovative technologies. This step, which we have taken in line with our company's sustainable profitability and global and social focus strategies, reflects our vision of providing sustainable capital support to innovative technology startups by highlighting the potential in Turkey's dynamic startup ecosystem. Our focus on early-stage startups allows us to offer a unique value proposition to foster innovation and support local entrepreneurs. In the process, we are committed to continue our strategic investments in future successful technology projects, contributing to the entrepreneurial ecosystem.

In order to improve our technological infrastructure for our company's sustainable profitability and innovative design strategies, we started a collaboration with an initiative founded by Turkish women entrepreneurs working on the development of a productive artificial intelligence tool for fashion design development. Within the scope of our collaboration, the product developed under the mentorship of our innovation and design teams was launched to the market and used in the business processes and talent development programs of Sun Tekstil design teams. Thanks to the in-kind and cash value created as a result of this collaboration, our project was awarded in the "Most Effective Corporate Start-Up Collaboration" category at the "Corporate Entrepreneurship Awards" organized in partnership with the Entrepreneurial Institutions Platform, Özyeğin University and Fast Company.

As Sun Tekstil R&D Center, in addition to all these activities, we believe in the importance of disseminating knowledge and pay attention to the bidirectional creation of technology transfer with our stakeholders. Within the scope of university-industry cooperation, we can work with many different disciplines, carry out vision projects with low technology readiness level, and transfer the application knowledge formed in the industry to the academy through student theses. In this context, in 2024, we started to conduct 12 theses with 7 different departments from 5 different universities. 9 of these theses are undergraduate graduation theses, 3 are master's theses, and 8 of them are evaluated under TÜBİTAK BİDEB programs.

With more than 50 device and equipment available in the strong laboratory infrastructure of our R&D Center, we are pleased to support the development of scientific research in our country by making them available to students and researchers within the scope of our university-industry collaborations. We established our R&D Center laboratory to develop innovative textile solutions and increase our competitiveness in the industry, and we continue to improve this infrastructure.

Located in a modern and spacious area, our laboratory has separate sections for various tests, analyzes and applications, a conditioning room, and a combustion chamber. There are tables and lighting for sample preparation areas as well as storage areas for documents and samples. Test requests made through the Sun Tekstil Portal, which is accessible by all our affiliated companies. Thanks to this infrastructure developed by the Sun Tekstil software team, we can make test requests online and access the status of the tests and test reports.

You can access the Promotional Brochure on Devices and Equipment of Sun Tekstil R&D Center Laboratory through this link. 

2024 Achievements

- We continued to be included in the Borsa Istanbul Sustainability Index with successful LSEG scores.
- We raised our Corporate Governance Rating to 9.35.
*(Highest Score: 10) (Rating Issuer: SAHA Corporate Governance and Credit Rating Services Inc.)
- Our Ekoten near-term science-based greenhouse gas emission reduction targets have been approved by SBTi.
- With our R&D Center, we received the Most Innovative Project Award at the TechXtile Innovation League organized by the Uludağ Textile Exporters Association (UTİB).
- With our R&D Center, we received the “Most Effective Corporate Start-Up Collaboration” category award at the “Corporate Entrepreneurship Awards” organized in partnership with the Entrepreneurial Institutions Platform, Özyeğin University and Fast Company.
- Aegean Ready-to-Wear and Apparel Exporters' Association “Most Exporting Company” Award (2024 Sun Tekstil)
- We received the Aegean Ready-to-Wear and Apparel Exporters' Association Export Platinum Award for 2024.
- We received the “Best Supplier” Award in Innovation & Responsible Sourcing at Tesco Partners Conference.



SUSTAINABILITY JOURNEY



Holistic Sustainability Approach

In line with our holistic sustainability approach based on all dimensions of sustainable development, we believe that we create value together with our stakeholders by reflecting the concepts that are an important and integral part of our corporate culture to all our activities.

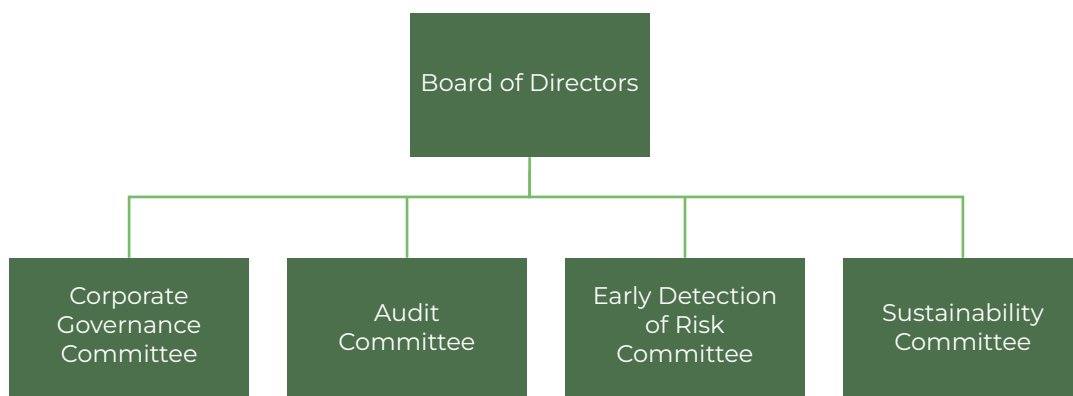


Sustainability Journey

- 2001 Ekoten Water Management Program was started, and water consumption has been reduced.
- 2002 Ekoten ISO 9001 Quality Management System was established.
- 2012 Ekoten joined the CDP Climate Change Program.
- 2014 Sun Tekstil became a member of the United Nations Global Compact (UN Global Compact-UNGC) and began reporting the progress.
- 2015 Sun Tekstil became a signatory of the Women's Empowerment Principles (WEPs).
- 2018 Sun Teksti Sustainability Committee was established. Priority SDGs were identified and working groups were established.
- 2018 Solar power plant became operational in our Ekoten knitting facility.
- 2019 Sun Tekstil's first Sustainability Report was published.
- 2022 An advanced treatment system that provides 95% waste water recovery was installed in our central operation in Ekoten Torbali.
- 2023 Ekoten Science Based Greenhouse Gas Emission Reducton Targets were submitted to the Science Based Targets Initiative (SBTi) Platform.
- 2024 Ekoten Science Based Near Term Greenhouse Gas Emission Reduction Targets have been approved by the Science Based Targets Initiative (SBTi) Platform.

Sustainability Governance

With the leadership of our Group Sustainability Committee established in 2018, we established our governance mechanism for the management of sustainability topics of high importance for our companies by following the roadmap of conducting stakeholder analysis, preparing a materiality matrix, identifying material SDGs and establishing working groups.



Our Stakeholders

We strongly believe that sustainable transformation is only possible together with all stakeholders and that partnerships are essential for achieving our goals. In our sustainability journey, we focused on identifying all our key stakeholders and developing strategies to communicate with them in the most effective way. Within the scope of our analysis, we categorised our stakeholders according to their relevance and impact and developed specific communication strategies.



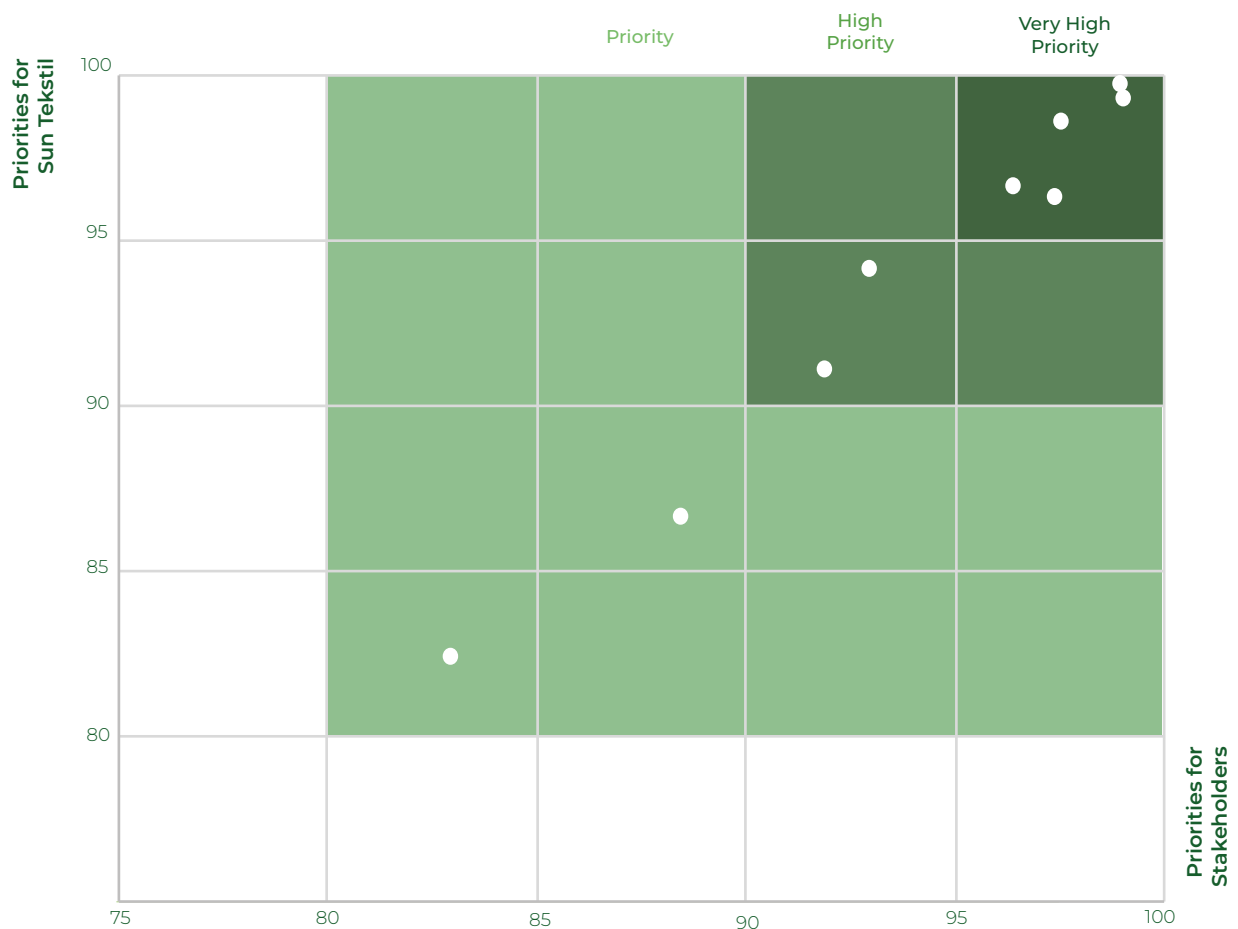
Stakeholder Communication Strategy

Stakeholder	Communication Tool	Content	Communication Platform	Frequency
Employees	Life in Sun Survey	Measuring awareness and maturity through sustainability questions included in the survey	Online survey platform and manually filled forms	Once a year
	Sun Academy Sustainability Training Programs	Increasing awareness and knowledge through sustainability training programs consisting of various modules	Sun Academy	Once a year
	In-Class Sustainability Training Programs	Increasing awareness and knowledge through sustainability training programs consisting of various modules	In-class training	Once a year
	Launch of the Sustainability Report	Information about the publication and content of our sustainability report of the relevant year and sharing motivation for reviewing it	In-house e-mail Presentation and event Video sharing through common area televisions and Sun Academy	Once a year
	Senior Management Message	Sharing the senior management's message specific for that year about our sustainability strategies and vision	In-house e-mail Sun Academy SunIK Announcement System Sun Cloud	Once a year
	Events Attended by Our Executives	Information about participated events, summaries or citations from our executives' posts, and sharing the records of the participated session	In-house e-mail Sun Academy SunIK Announcement Video sharing from Sun Academy	Periodically
Customers	Launch of the Sustainability Report	Information about the publication and content of our sustainability report for the relevant year	Company website	Once a year
	Sustainability Presentations	Sharing customer-oriented sustainability presentations that cover our current sustainability activities	Online meetings Physical meetings and events	Once a year
Suppliers	Launch of the Sustainability Report	Information about the publication and content of our sustainability report for the relevant year	Company website Sharing e-mail with the letter from the CEO	Once a year
	Sustainability Presentations	Sharing customer-oriented sustainability presentations that cover our current sustainability activities	Online meetings In-class training	Once a year
	Supplier Sustainability Training Programs	Increasing awareness and knowledge through sustainability training programs consisting of various modules for the needs identified in line with the scorecards and strategies	Online meetings In-class training	Once a year
Shareholders / Investors	Launch of the Sustainability Report	Information about the publication and content of our sustainability report for the relevant year	Company website Sharing e-mail with the letter from the CEO	Once a year
Regulatory Bodies and Local Administrations	Sustainability Presentations	Sharing customer-oriented sustainability presentations that cover our current sustainability activities	Online meetings Physical meetings and events Social media posts	Once a year
All Stakeholders	Sustainability Presentations	Sharing customer-oriented sustainability presentations that cover our current sustainability activities	Online meetings Physical meetings and events Social media posts	Periodically

Materiality Matrix

At the core of our sustainability strategies, which we have prepared to create value for all our stakeholders and the world, are the issues that all our internal and external stakeholders consider a priority. With inclusive communication approaches, we identify our risks and opportunities, common goals, and roadmaps from a holistic perspective by classifying together the issues that our stakeholders consider as a priority, particularly global and sectoral trends. We review the issues we have determined and classified using qualitative and quantitative methods every year and update our materiality analysis every two years.

In 2023, we updated our materiality matrix in order to act more effectively in combating the climate crisis and to increase rapid adaptation to evolving regulations. We consolidated our material issues under 9 main topics and identified 5 items as high priority among these issues.



Identifying Material SDGs

No	Main Topic	Subtopic	Related SDG
Very High Priority	1	Ethics	Ethics
		Anti-Bribery and Anti-Corruption	8 - 16 - 10
	2	Decent Work and Economic Growth	Human Rights Strategy
		Occupational Health and Safety Management Systems	5 - 8 - 10 - 17 - 16
		Inclusion, Equality and Diversity	8 - 3 - 10 - 4
		Health and Well-Being	5 - 8 - 10 - 17 - 16
		Talent Management	3 - 8
	3	Climate Change	Water Management
		Waste Management	6 - 12 - 13 - 9
		Energy Management	12 - 13 - 15 - 9
		Combating Climate Change	7 - 9 - 13
		Greenhouse Gas Emissions Management	5 - 8 - 10 - 17 - 16
		Decarbonisation	7 - 9 - 13 - 12
		Chemical Management and Zero Discharge of Hazardous Chemicals to Nature	7 - 9 - 13 - 12
	4	Responsible Value Chain Management	Biodiversity
		Social Compliance in Supply Chain	15 - 14 - 13
		Traceability of Production Processes	4 - 5 - 8 - 10 - 16 - 17
		Supplier Interaction and Cooperation	3 - 5 - 8 - 12 - 13 - 9
		Responsible Purchasing Training and Commitments	3 - 5 - 8 - 10 - 12 - 13 - 1
		Transparency	4 - 5 - 8 - 10 - 12 - 17
		Financial Performance	3 - 5 - 8 - 10 - 12 - 17
		Environmental Compliance in Supply Chain	8 - 9 - 10
		Raw Material Traceability	4 - 6 - 12 - 13 - 14 - 15 - 17
		Value Created for Society	3 - 5 - 8 - 15 - 12 - 13 - 9
		Socio-Economic Impact on Society	8 - 9 - 10 - 11 - 16 - 17
	5	Circular Economy	Contribution to Sustainable Development Goals
		Sustainable Raw Material Utilisation	8 - 9 - 10 - 11 - 16 - 17
		Circular Economy	6 - 9 - 12 - 13 - 15
		Ecodesign	12 - 3 - 9 - 15 - 6
High Priority	6	Innovation	Recycling
		Packaging and Use of Packaging	12 - 15 - 8 - 9 - 6
		Digitalisation	12 - 13 - 9 - 15 - 6
	7	Stakeholder Engagement	Production Process Innovation
		Innovation for Sustainability Technologies	3 - 6 - 9 - 12 - 15
Priority	8	Governance	Innovation for Sustainability Technologies
		Suggestion and feedback mechanisms	3 - 9 - 12 - 15 - 17
	9	Risk Management and Control Systems	Stakeholder Commitments
		Non-Financial Risk Management and Control Systems	17 - 16 - 8 - 12 - 13 - 10
		Financial Risk Management and Control Systems	17 - 16 - 8 - 12 - 13 - 10

Working Groups

We constantly improve our sustainability governance approach. We established in 2018 a structure of working groups that support the sustainability strategies and activities of Sun Tekstil and Ekoten. At the end of 2021, we changed this structure and adopted a task force mechanism. In this way, we aim to manage our material topics in line with the specific needs of our companies, as well as to empower decision-making mechanisms in the sustainability strategies and activities of our companies.

Task Forces

Material Topics

Sustainable Development Goals



- 3. Ethics and Governance
- 7. Risk Management and Control Systems



- 1. Decent Work and Economic Growth



- 5. Circular Economy



- 2. Responsible Value Chain Management



Task Forces

Material Topics

Sustainable Development Goals



8. Stakeholders Engagement



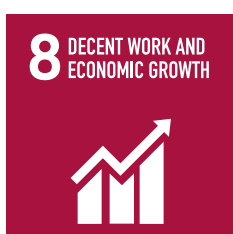
4. Climate Change



6. Innovation



Our Material Sustainable Development Goals



Our Sustainability Targets

Human Resources

<div>   </div>	<ul style="list-style-type: none"> ■ In 2024, we completed our efforts to facilitate Sun Tekstil work accident notifications and near-miss notifications through digital platforms and commissioned the software we developed. As of 2024, we published our Department-based PPE matrices and PPE Usage guide. ■ In 2025, we aim to establish our own online academy and continue our development journey with the content we have created ourselves. ■ Within the scope of our OHS trainings, we implemented on-site applied contents in 2024. ■ In 2024, we provided trainings to our leaders to improve their ability to give feedback to employees based on their performance and potential. In 2025, we aim to continue providing trainings to support our development journey. ■ In 2024, we started Individual Coaching, Executive Coaching and Team Coaching programs for our employees to discover their intrinsic motivation and achieve their personal goals. ■ In 2024, we expanded our hybrid working system, which we commissioned in 2023, and we aim to increase the number of colleagues who will work in this working model in 2025. ■ In 2024, with our Leader's Logbook study, we presented a roadmap for all our leaders to act with the "Leader's Ethical Hat" in the dissemination and promotion of ethical principles. We aim to continue in 2025. ■ In 2024, we started the digitalization processes of human resources functions. In 2025, we aim to digitalize all human resources functions such as Talent Management, Recruitment, Dismissal, Promotion, Change of Position by making them end-to-end traceable and to increase the efficiency of our business processes. ■ In 2024, we started digitalizing our career architecture processes, which we focus on continuously monitoring the potential of our "Measuring and Evaluating the Effectiveness of Work" system. ■ In 2024, we started our Assessment Center practice to objectively analyze the current competencies, strengths and development areas of our employees. We aim to expand this practice in 2025.
<div>   </div>	<h3>Community</h3> <ul style="list-style-type: none"> ■ In 2024, we provided personal development and competency trainings for the development needs of 24 scholarship recipients who participated in our "Talent Meetings" program in 2023. ■ We completed the 2024/2025 academic year with 57 scholarship recipients. We aim to continue our scholarship programs in the 2025/2026 academic year. ■ For the year 2024, we completed the process of establishing a "Sun Tekstil Classroom" at Torbalı Cumhuriyet Vocational and Technical Anatolian High School in our region and provided support in various other areas.

■ Completed
 ■ Continued
 ■ Future Goals

Our Sustainability Targets

Design

	<ul style="list-style-type: none"> ■ Within the scope of the industrial symbiosis project we developed for fabric waste, we reached our 2024 targets and achieved end-to-end traceability. ■ In 2025, we aim to develop collections on this platform by continuing our collaboration with the Artificial Intelligence Assisted Design Platform, which we started in 2024. ■ In 2024, we presented 22% of our designs using 3D pattern making software. In 2025, we aim to maintain our goal of developing collections using 3D design software. ■ By 2030, we aim to manufacture at least 90 percent of our production with sustainable materials. ■ By 2040, we aim to develop innovative solutions that will enable us to manufacture 100 percent of our products with sustainable materials.
	<ul style="list-style-type: none"> ■ In 2023, we reached our goal by increasing the number of 1000 fabrics registered in our digital fabric library by 100% in 2024. ■ In 2024, we reached our goal of producing at least 70% of all the collections we develop using sustainable raw materials. We aim to maintain this ratio in 2025 and prepare for our 2030 targets. ■ By the end of 2026, we aim to announce our Roadmap for Transition to a Low Carbon Economy. ■ By the end of 2026, we aim to establish a governance mechanism to measure and monitor the impact of our value chain on biodiversity.

■ Completed
■ Continued
■ Future Goals



Our Sustainability Targets

Environment

	<ul style="list-style-type: none"> ■ In 2024, we successfully completed the renewal audit of our Oeko-Tex certificate, which shows that textile products do not contain any substances hazardous to human health. We aim to ensure the continuity of our certificate with 3-year periods. ■ In 2024, we continued Higg FEM compliance studies in our supply chain and continued to implement our Higg FEM-compliant environmental performance scorecards. In 2024, we provided mentorship to our manufacturers identified in our supply chain in the process of obtaining Higg FEM verifications from independent institutions and we aim to make practices and verifications continuous by 2026. ■ In 2024, we received Higg FEM verification from independent institutions for our Sun Tekstil production facilities and we continue our efforts to make it permanent. ■ In 2024, we have completed our infrastructure creation works to ensure compliance with the 14064 Greenhouse Gas Calculation and Verification Management System for our Sun Tekstil production facilities with MS Sustainability Manager. ■ In 2024, we initiated compliance processes for Carbon Disclosure Project Climate Change reporting and we aim to realize our first reporting in 2026. ■ In 2024, we initiated ISO 14001 Environmental Management System compliance studies for the producers identified in our supply chain and we aim to support our identified suppliers to obtain ISO 14001 certification in 2025. ■ In 2025, we aim to complete data collection and calculation processes through MS Sustainability Manager, and in 2026, we aim to have our greenhouse gas emissions for 2025 verified by independent institutions within the scope of ISO 14064 Standard. ■ In 2026, we aim to organize energy efficiency studies for the installation of the ISO 50001 energy management systems standard.
	<ul style="list-style-type: none"> ■ We submitted our near-term science-based greenhouse gas emission reduction targets to the Science Based Targets Initiative Platform and received approval. ■ In 2024, we offset our grid electricity use with the I-REC Certificate. We are committed to offset all our grid electricity use with the I-REC certificate every year until 2030. ■ In 2024, we commissioned our advanced treatment plant, which we invested in 2022, at certain capacities and recovered 48,366 m³ of water. We aim to reach at least 90% recovery rate by the end of 2025. ■ By the end of 2026, we aim to announce our Roadmap for Transition to a Low Carbon Economy. ■ By the end of 2026, we aim to establish a governance mechanism to measure and monitor the impact of our value chain on biodiversity.

■ Completed ■ Continued ■ Future Goals

Our Sustainability Targets

	Digitalization	Supply Chain Management
	<ul style="list-style-type: none"> In 2024, we aim to gradually expand our work, which we started with 6 pilot suppliers providing data entry to our Sustainability Manager and supplier portal, which we completed in 2023, by increasing the number of suppliers. In 2024, we started projects to calculate production waste using artificial intelligence, reduce inventory costs, create model risk maps and select supply in accordance with the model, and we continue the data collection process in 2025. In the first phase of the career architecture project with IK 360, we started conducting personnel performance interviews on a digital platform and completed the steps of creating job descriptions in a digital environment. In 2025, we plan to conduct person- and position-based performance analyses and identify training needs. In 2025, we will continue our efforts to collect shipment and delivery note processes on ERP and to digitalize processes that require work order requests and approvals. In 2024, we created a training tracking platform. In this context, we provided our employees with the opportunity to make training assignments and access their person-based analysis. In 2025, we aim to create personal and technical trainings under the name of Sun Academy, assign them to positions, and monitor the efficiency of trainings. In 2024, we moved the OHS department audits to the digital platform. We follow up work accidents, near misses and medical examinations through the digital medium. In 2025, we aim to complete the development of digital monitoring of drill and protective equipment monitoring processes. 	<ul style="list-style-type: none"> In 2024, we aim to gradually expand our work, which we started with 6 pilot suppliers providing data entry to our Sustainability Manager and supplier portal, which we completed in 2023, by increasing the number of suppliers. By the end of 2025, we aim to complete our efforts, which we started in 2023, to direct our main fabric suppliers to establish an evaluation mechanism to measure the sustainability performance of their sub-suppliers for all our suppliers. In 2024, we aim to establish sustainability teams in all our suppliers that manage and monitor customer sustainability criteria and have the competence to audit their sub-suppliers in this context, and to appoint responsible persons. NTT Data and BTS will digitalize our Supply Chain Performance Management and new supplier acceptance systems. With this project, data collection, analysis, reporting and action plans of our performance scorecards will be digitized to increase operational efficiency. In 2024, we added traceability risk assessment to our supply chain performance management to ensure the traceability of our products. In 2025, we aim to start traceability audits at all of our apparel suppliers and 80% of our main fabric suppliers.
	<ul style="list-style-type: none"> We aim to expand the artificial intelligence-supported quality control system, which we tested in the final quality control phase. By the end of 2025, we aim to develop an AI-based system that will support employees in HR processes and procedural matters. In 2025, we aim to increase safety, reporting speed and accessibility by digitalizing OHS processes. In 2025, we plan to digitalize business processes and provide instant access to technical information by developing a mobile application for field employees. 	<ul style="list-style-type: none"> We will extend the Sustainability Performance Scorecard practice, which we launched in 2023, to our suppliers, which account for 85% of our yarn purchases and 90% of our dye and chemical purchases. In 2025, we plan to visit our priority suppliers and make supplier evaluation processes comprehensive. In 2025, we aim to implement education on at least one social and one environmental issue identified through report cards.

■ Completed
 ■ Continued
 ■ Future Goals



CORPORATE GOVERNANCE

05



Corporate Governance Approach

We believe that the resilience of an organization that creates value for society and all stakeholders depends on effective corporate governance approaches. Our long-standing committees established for the institutionalization and sustainability of our company form the basis of our corporate governance approach. The Audit Committee, the Early Detection of Risk Committee, and the Corporate Governance Committee have been established in 2018 in accordance with the "Corporate Governance Communiqué" published by the Capital Markets Board (CMB). The Sustainability Committee, which would undertake the constant development of our sustainability governance mechanism and activities, was established in the same year. Our working groups, task forces, and departments continue to work under the leadership of our committee, which undertakes the task of aligning sustainability, which forms the basis of our company strategies and is an integral part of our corporate culture, with all our activities and coordinating specific areas.

Our Corporate Governance Working Group, which is affiliated with our Sustainability Committee, carries out activities, especially those for the development of our company's governance mechanisms, and the creation and improvement of policies and procedures, by focusing more on employee engagement, involvement, and dissemination of knowledge. The work carried out by the task forces of Sun Tekstil and Ekoten under 6 categories that we have determined in line with the priorities of all our stakeholders and our company is performed under the guidance and supervision of the Sustainability Committee and our Board of Directors. Therefore, we constantly improve our governance mechanism and improve our practices in the fight against climate change, which is one of our most important issues.

As a result of our effective practices, we received 9,35 out of 10 points in the Corporate Governance Compliance Rating conducted by SAHA Independent Audit in 2024 and were included in the Borsa Istanbul Corporate Governance Index.

You can access detailed information about the rating report via the link. 

Our internal audit mechanism, which has been used for many years to maintain the resilience of our company, is carried out by our Internal Audit Department, which adopts methods based on international standards in its applications, and under the supervision of our Board of Directors. We develop our practices within the scope of the 10 principles of the United Nations Global Compact, which we have been a member of since 2014, and publish a Communication on Progress report open to the public every year, and we are committed to supporting it with a letter written by our Chairperson of the Board of Directors.

We aim to ensure compliance with ethical principles in all our activities by empowering our long-standing social compliance and ethical compliance practices with the Ethics Committee we established in 2021.

We constantly improve our information security management practices by being aware of the importance of information security against the dangers of developing technology. We aim to reach the international level of good practices by complying with the ISO 27001 Information Security Management System Standard, which we began applying in 2021. We ensure the information security of our own processes and stakeholders with the most effective management systems using our applications that we will be certified by independent audit organizations.

No environmental, social and governance (ESG) litigation has been commenced and/or concluded against us that is material in terms of ESG policy and/or could have a material impact on our operations.



Audit Committee

The Audit Committee is responsible for assessing the activity and adequacy of the internal control, risk management and internal auditing systems, overseeing the flow of information between these systems and the accounting and reporting systems and their overall integrity, conducting assessments on independent auditing companies to be presented to the Board of Directors prior to choosing them, regularly overseeing the independent auditing companies chosen by the Board of Directors and approved by the general assembly. The Audit Committee convenes every three months, a total of four times annually.

You can access the working principles of the committee through the link. [👉](#)

Early Detection of Risk Committee

The Early Detection of Risk Committee is responsible for detecting risks that have the potential to jeopardize the company's existence, development, and continuation, taking preemptive measures for such risks and managing these risks. The Committee meets six times a year, once every two months and keeps a written record of all activities. They present their activities and findings to the Board of Directors.

You can access the working principles of the committee through the link. [👉](#)

Corporate Governance Committee

The Corporate Governance Committee is responsible for checking whether or not the corporate governance principles are being implemented, if not understanding why and detecting the resulting conflicts of interest, advising the Board of Directors on ways to improve corporate governance applications, and overseeing the activities of the Investor Relations department. The committee is also responsible for internal nominations and wage determination. The Committee meets least three times a year, at least once every four months and keeps a written record of all activities.

You can access the working principles of the committee through the link. [👉](#)

You can access our policies and procedures through the link. [👉](#)

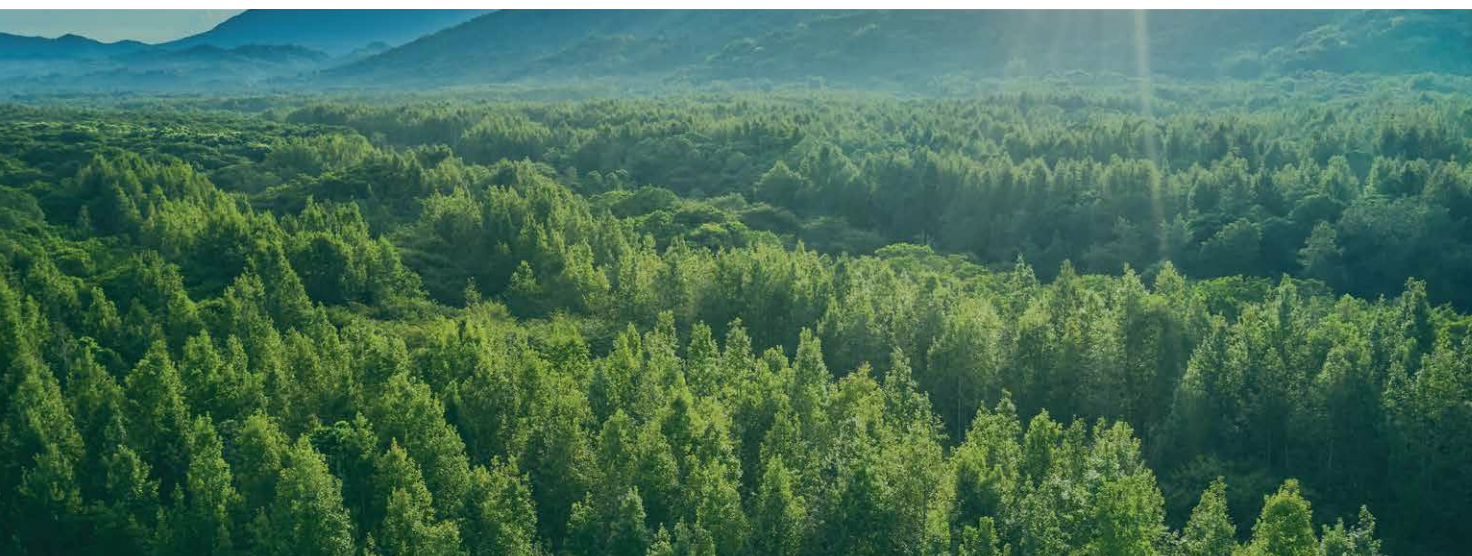
Sustainability Committee

We established our Sustainability Committee in 2018 to develop strategies in line with our holistic sustainability approach and to align our activities with the Sustainable Development Goals. Our committee, which continues its activities under the coordination of the Chairperson of the Sustainability Committee and the Sustainability Management Department, under the Board of Directors, consists of members with competencies that contribute to the development of strategies for all dimensions of sustainability. Its members include all relevant representatives, especially our board members, independent board members, general managers, environmental engineers, human resources specialists, corporate communication specialists etc. Thus, our committee focuses on inclusion and engagement.

The Sustainability Committee convenes as often as necessary, but not less than three times a year and keeps a written record of all activities. The working principles of the Committee have been shared within the organisation exclusively for our members.

The Board of Directors supervises the effective execution of the activities of the Sustainability Committee. To this end, it receives information from the Chairman of the Sustainability Committee as often as it deems necessary, at least once a year. In addition, the Company's Assistant General Manager of Operational Excellence ensures that the sustainability task forces are carried out effectively.

We have established our sustainability task forces in order for our company and our stakeholders to add value to our world and society, to determine our priority targets, global risks, opportunities, climate change strategies, and all necessary governance mechanisms within the scope of sustainability in line with the studies of our committee, which leads our companies.



Sustainability Task Forces

We have established task forces for the effective management of the goals, which we have set in line with our materiality analysis studies, and for disseminating them to all our departments with the participation of our colleagues. Sub-working groups operating with the participation of almost 100 employees as permanent members enable employees to participate in decision mechanisms throughout our company.

Each task force convenes at least four times a year, at least once every three months and keeps a written record of all activities and reports to the Sustainability Committee. Our working principles regarding the task forces are shared with our members privately within the organization.



Product Design and Development

Improving our work to implement the competencies and activities of our suppliers in line with Sun Tekstil's goals, determining strategies in line with the laws and action plans that will affect the supply chain.



Supply Chain Management

Improving our work to implement the competencies and activities of our suppliers in line with Sun Tekstil's goals, determining strategies in line with the laws and action plans that will affect the supply chain.



Digitalization

Development project in order to make business models more efficient by using sustainable technologies.



Sustainable Environment

Projects to ensure sustainable management and efficient use of natural resources: waste prevention, recycling and reuse.



Human Resources

Developing projects to increase the implementation of our strategies for training planning, leadership development, internalization of values, talent management and gender equality.



Resilient Communities

Developing work, projects, and strategies that create value for society, determining corporate social responsibility projects and organizations to cooperate.

Ethics Committee

Our ethical principles are at the core of our corporate structure shaped by our values and corporate culture. We have implemented our principles, which have been internalized by Sun Tekstil, Ekoten and supply chain stakeholders for many years, under the supervision of our Human Resources Departments, Social Compliance Departments and Internal Audit Departments and under the leadership of our Board of Directors.

We empowered our governance mechanism thanks to our Ethics Committee established in 2021. We included the implementation processes of our Ethical Principles in our Working Principles and made them accessible to our employees and suppliers. Our Ethics Committee carefully examines the notifications sent to our Ethics Hotline and e-mail address by keeping confidentiality and managing the required investigation process.

Anti-Corruption and Anti-Bribery

Since the establishment of our company, we have been carrying out ethical, transparent and principled business processes with our stakeholders. In this direction, our governance mechanism was established many years ago in order to be among the exemplary institutions that advocate anti-bribery in the business world. We have presented our policies and procedures on anti-bribery and anti-corruption in all processes in our supply chain to all our stakeholders. We are happy to share the same values with our partner suppliers. In this context, our commitment to our principles is also legally accountable through contracts and commitments. We are always improving our practices, using the expertise of our company lawyers and consultants. With our commitments to UN Global Compact and other platforms, we aim to maintain the advocacy of these essential principles and anti-corruption, anti-bribery by cooperating with all business representatives.

Internal Audit Department

The Internal Audit Department aims to evaluate and improve the effectiveness of risk management, internal control, corporate management, and operational management processes. The department supervises and evaluates the way to be a safe, peaceful, transparent, and democratic organization in accordance with Sun Tekstil's basic quality policy, continuity, and profitability targets by introducing a systematic and disciplined approach. It provides consultancy and suggestions and contributes to the improvement of the processes in line with the results of its activities. In addition, the Internal Audit Department accompanies the company's rapid progress in the digitalization process, expands its internal audit activities to effectively manage the risks arising in this context, and increases the assurance rate by finding digital solutions.

While carrying out these activities, the department adheres to the principles of honesty, responsibility, accuracy, objectivity, and confidentiality, attaches utmost importance to impartiality and independence, and creates a transparent and interactive environment with its stakeholders. It evaluates all opinions and feedback and supports sustainability and development goals within the framework of mutual trust, expertise and efficiency.

Climate Change Management

With the commitments of our senior management, we set out on our journey for water management in 2001 and combating climate change in 2012. We continue our activities aiming at being among the leading organizations that emphasize the importance of combating climate change in the business world and advocate for the issue. Our activities, which have been led and supervised by our Board of Directors, Chairperson of the Board of Directors, and General Managers, are supported by a strong climate change management mechanism. Sustainability Committee handles all elements related to climate change and coordinates our strategies and roadmap.

With the knowledge provided by the experts who are members of our Sustainability Committee, external consultants, and the organizations and platforms of which we are stakeholders, we analyze all aspects of the fight against climate change, especially the risks and opportunities, and global action plans. Analyses are presented to our Board of Directors and Risk Committee, ensuring continuous improvement and systematic management of our strategies. We improve our strategies and governance mechanism with voluntary Carbon Disclosure Project (CDP) reporting and disseminate our practices throughout our entire supply chain.

Information Security Management System Committee

We have been carrying out our activities with the coordination of our committee established in 2021 as part of our Information Security Management System structuring process in accordance with the ISO 27001 Standard.

Our committee is responsible for creating the necessary documentation for our company's Information Security Management System (ISMS), disseminating it to the relevant offices and keeping the documentation up-to-date by making revisions when necessary, keeping up-to-dateness of the asset lists, and taking required actions for the identification and evaluation of ISMS risks.

Information security, privacy and cyber security are of strategic importance to us. The confidentiality and integrity of customer data is one of our primary business objectives. Accordingly, we strictly comply with the legal requirements for the protection of personal data. We have established the necessary network security infrastructure and take effective measures to protect customer information. In this regard, we have established an Information Security Policy and we continually strive to raise security awareness through regular training of our employees.

In an environment where cyber threats are growing by the day, we take a proactive approach, identifying potential security risks and taking effective action. By strictly adhering to international information security standards such as ISO 27001, we aim to protect information assets and ensure business continuity. In addition, we use continuous monitoring and security testing to identify security vulnerabilities and establish rapid response capabilities. We continually update and improve the protection of customer, stakeholder and employee information and adapt to the latest technologies.

Our corporate information security and privacy policies are designed to enhance not only our internal processes, but also the reliability of the services we provide to our customers. As the security and integrity of data is one of the cornerstones of our business strategy, we continue to invest in this area.

Corporate Memberships

In our journey with the goal of designing a sustainable future, we aim to contribute beyond corporate memberships and support to create value for society and the business world, with the awareness of the importance of partnerships for the purpose. Accordingly, our company officials, especially our board members, play an active role in many platforms and non-governmental organizations.

As part of our strategic objectives, which we have set in line with our priority Sustainable Development Goals, we are working to strengthen our corporate governance at senior management level, in particular our Board members. In the context of ethical work and economic growth, we are committed to building collaborations and taking on roles that contribute to a skilled workforce. We participate in platforms where we can advocate for gender equality and women's empowerment. In the context of responsible production and consumption, we actively contribute to the work of organisations that facilitate and lead the transition of the business world to circular economic models.

You can access the information about the organizations that our Board of Directors is currently working for via the link. [!\[\]\(7c2b9810f9235b80f896ccb0dcbb3827_img.jpg\)](#)

With the voluntary representation of our Board Members as well as other officials, we contribute to sustainable development on many important platforms. With Textile Exchange Round Table Memberships, we participate in processes to improve the traceability of sustainable textile raw materials and materials throughout the supply chain. As a member of TÜSiAD Circular Economy and Waste Management Sub-Working Group, we support efforts focused on our business world's compliance with circular economy action plans, business models and increasing resource efficiency. In order to support gender equality and women's empowerment, we actively support efforts to increase the proportion of women on boards of directors through our membership in the 30% Club (30 Percent Club Turkey).

We contribute to Business Council for Sustainable Development (BCSD Turkey) working groups on Transition to Low Carbon Economy and Efficiency, Sustainable Industry and Circular Economy, Social Inclusion and Inclusion, Sustainable Finance and Risk Management. As a member of the Turkish Clothing Manufacturers' Association (TGSD) Sustainability Working Group, we support the work carried out for the transition of our industry to sustainable business models.



UN Global Compact

We have been a signatory of the UN Global Compact (UN GC), the largest corporate sustainability platform in the world, since 2014. We publish our Communication on Progress Report on the 10 principles of UN GC publicly every year. We are among the active members of the local network of Global Compact Türkiye and contribute to the mission "to support the achievement of a sustainable and inclusive global economy by cooperating with the private sector and other social stakeholders in Türkiye and abroad."

You can access our Communication on Progress Reports which we have published since 2015 and our commitment to comply with the 10 principles that we update and our Chairperson of the Board of Directors sign each year **via the link.** [👉](#)

In 2022, we joined the Early Adopters Programme developed by the UN GC, which requires all signatories to comply with the New Progress Reporting Platform in 2023. We continue to report using the new methodology.

As a member of the platform, which helps companies around the world align their strategies and operations with 10 principles in the areas of human rights, labour standards, the environment and anti-corruption, we have also set ambitious targets for the SDGs as part of the business community's goal to achieve the Sustainable Development Goals.

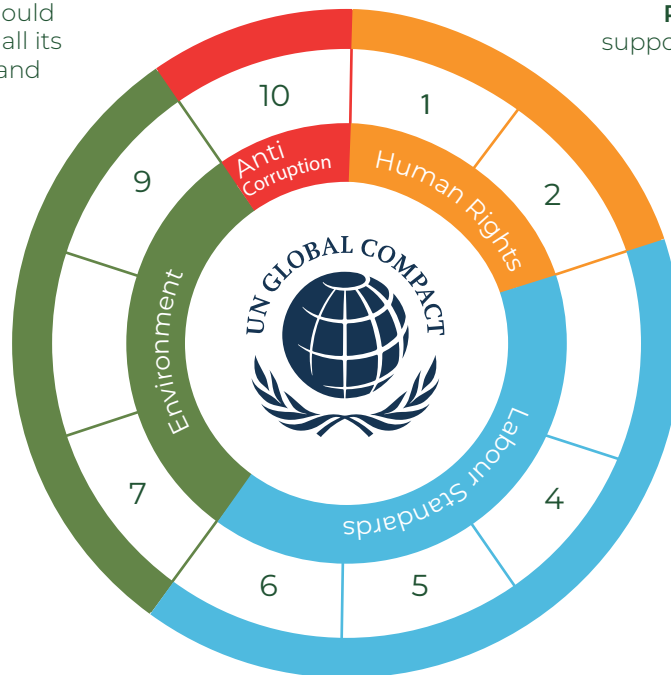
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 6: The elimination of discrimination in respect of employment and occupation



Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Business should make sure that they are not complicit in human rights abuses

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: The elimination of all forms of forced and compulsory labour

Principle 5: The effective abolition of child labour

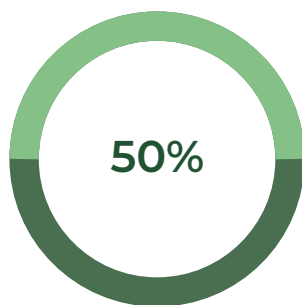
Women's Empowerment Principles (WEPs)

With its female co-founders and managers, our company has made gender equality a corporate culture since it was founded in 1987. Our company has been constantly improving its activities within the framework of the Women's Empowerment Principles (WEPs), which it signed in 2015.

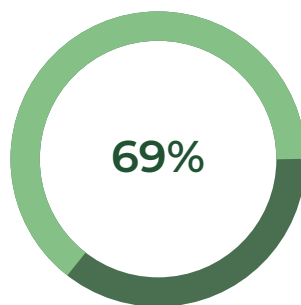
You can access the details of the signatory organizations of WEPs in the world through the [link](#). 🖱️

Being among the active members of the WEPs Izmir Committee, we contribute to the following mission of the WEPs Platform, which was established in partnership with the UN Global Compact and UN Women: "It aims to guide private sector institutions in their activities to promote gender equality and women's empowerment in their workplaces and areas of activity."

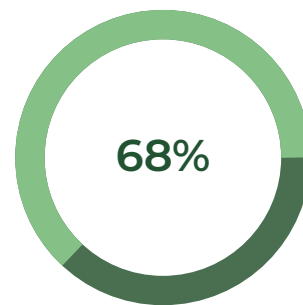
We are working to continuously improve our work in line with the WEPs principles with the Implementation Guide prepared by the UN Global Compact Turkey Women's Empowerment Working Group Executive Committee. In the first quarter of 2022, we evaluated the results of our WEPs Self-Assessment Tool, which we started in the second half of 2021, and aligned our strategic plans accordingly. We update our systematized self-assessment analysis in the first quarter of each year and implement our improvement plans with our strategic activities.



Sun Tekstil Women on the Board of Directors



Sun Tekstil of Women in All Employment



Sun Tekstil Women in Management Roles



Principle 1 Establish high-level corporate leadership for gender equality

Principle 2 Treat all women and men fairly at work - respect and support human rights and nondiscrimination, and promote such principles

Principle 3 Ensure the health, safety, and well-being of all female and male workers

Principle 4 Promote education, training, and professional development for women

Principle 5 Implement enterprise development, supply chain, and marketing practices that empower women

Principle 6 Promote equality through community initiatives and advocacy

Principle 7 Measure and publicly report on progress to achieve gender equality



All Corporate Memberships

KALDER	Türkiye Quality Association
TAİDER	Family Business Association
ESİAD	Aegean Industry and Business Association
İPUD	Good Cotton Practices Association
EGSD	Aegean Clothing Manufacturers Association
TEİD	Ethics and Reputation Society
WTECH	Women in Technology Association
SKD TÜRKİYE	Business Council for Sustainable Development Türkiye
TEXTILE EXCHANGE	Textile Exchange Membership
YenidenBiz	YenidenBiz Association
TKYD	Corporate Governance Association of Türkiye
TMM	Türkiye Materials Marketplace
BADV	Business Against Domestic Violence Network



HUMAN RESOURCES

06

Our Company Culture

As Sun Tekstil and Ekoten, we continue to work in a manner that respects human rights as stated in the UN Universal Declaration of Human Rights and the basic conventions of the International Labour Organization (ILO). We offer equal opportunities at all stages such as recruitment, working conditions, remuneration, performance management, promotion, continuous learning and retirement. We support diversity, inclusion and participation, stand against harassment and discrimination, and are committed to fair treatment of everyone by protecting the health, safety and dignity of our colleagues.

We encourage our colleagues to express their ideas freely, encourage the emergence of new ideas and support them to realise their ideas. We believe in the success that differences will bring, and we act with the desire and endeavour to always do the best in the light of our ethical rules and values.

We shape our future with our innovation and solution-oriented approach by growing steadily together with our colleagues, suppliers, customers and all our stakeholders. With our vision of being a lifelong learning institution that values people, society and the environment, we are working together to realise our goals with excitement for what the future will bring.

Inspired by this vision to make our way of doing business sustainable, we have redesigned our culture.



We have embodied our values that make us who we are. We ensure their continuity through promotion activities.

We encourage employee participation, develop and improve together

We continuously improve our employee experience practices for happier, loyal and productive employees.

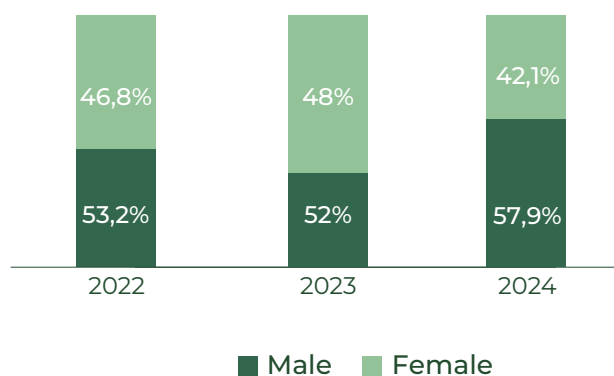
We support diversity and inclusion, and design our practices with the strength of differences.

We have developed our applications, most of them a new generation of new generations of the new young talents aligns with their expectations and we're transforming it.



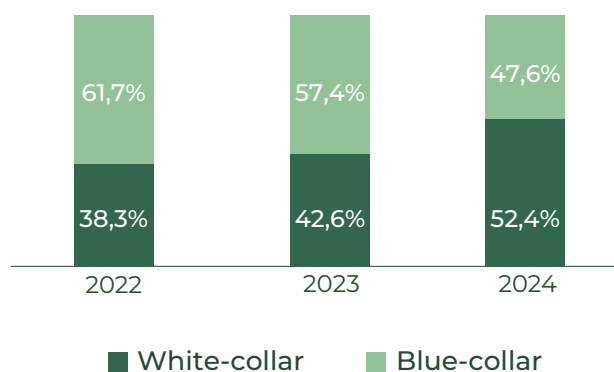
Employee Profile

Breakdown by Gender



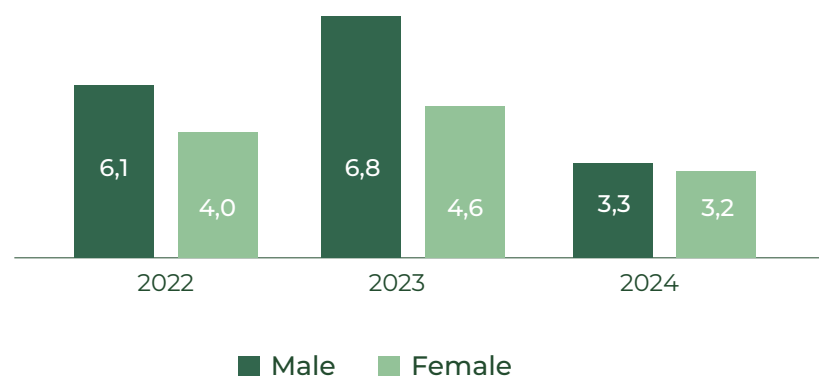
Gender	2022	2023	2024
Male	1.021	994	767
Female	899	918	558
Grand Total	1.920	1.912	1.325

Breakdown by Position



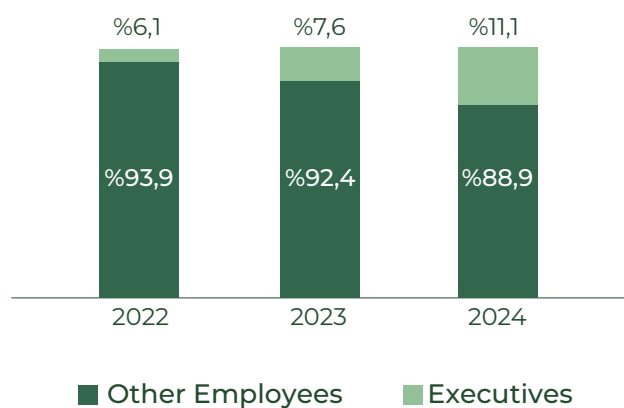
Position	2022	2023	2024
White-collar	736	814	694
Blue-collar	1.184	1.098	631
Grand Total	1.920	1.912	1.325

Average Years of Seniority



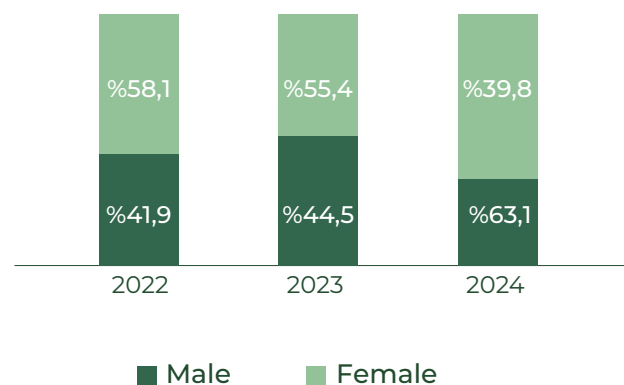
Year	Average for All Employees
2022	5,1
2023	5,8
2024	3,3

Ratio of Executives



Ratio of Executives	2022	2023	2024
Other Employees	1.803	1.766	1.178
Executives	117	146	147
Grand Total	1.920	1.912	1.325

Break by Gender of Executives



Female	2022	2023	2024
Other Employees	831	832	476
Executives	68	86	82
Grand Total	899	918	558

Male	2022	2023	2024
Other Employees	972	934	719
Executives	49	60	48
Grand Total	1.021	994	767



Human Resources Strategy and Roadmap

Always mindful that we have come this far with our employees, customers and business partners, we will continue to evolve with our people and all our stakeholders in ways that make our corporate values sustainable. In line with our company's strategic goals and sustainability objectives, we want to pass on from generation to generation the way of doing business, the values in our DNA and the formula for working that we have adopted since our foundation. To this end, we are building a shared corporate culture based on long-term, mutual trust and cooperation with our employees, which can hold differences together and benefit from their richness. We are designing practices to create more productive, happier and committed employees and to meet the expectations of young talent.

We plan and recruit qualified personnel for the development and future of the company, develop the knowledge, skills and competencies of our talents to ensure their permanence and continuity, carry out activities to increase their motivation, create open communication environments for them to express themselves, and promote a culture of appreciation and feedback.

In our business life, we offer equal opportunities at all stages such as recruitment, working conditions, remuneration, performance management, promotion, continuous learning, etc. At Sun Tekstil and Ekoten, we do not allow discrimination based on factors such as race, gender, colour, religion, marital status, sexual orientation, political opinion, affiliation, ethnic identity, health status, family responsibilities, union activity, membership, disability or age. While realising our strategies, we carry out our activities under 4 headings. These headings are Sustainability of Company Culture and Values, Sustainability of Organisation and Business Model, Sustainability of Talents and Learning Organisation, Sustainability of Human Resources Processes and Systems.



Sustainable Human Resources Activities

1- Company Culture and Sustainability of Values

Together with our colleagues, we completed the **"Our Values and Beyond"** training by adding new ones in 2024 to the promotion activities we carried out in order to make our 5 values, which we revealed in 2020, memorable, understandable, attractive and meaningful until 2023.

We aimed to increase permanence by using gamification applications in our training consisting of our Values, Code of Conduct, Corporate Culture and Social Compliance. We brought together our Code of Conduct and Ethical Principles booklets, which we created based on our Solar Route, and our Human Resources Policy, enabling our colleagues to access all our documents at once. At the same time, we turned our Values and Code of Conduct into animated videos with the voiceover of our colleagues and published them on Sun Academy, our digital training platform, making them enjoyable and fun to watch regardless of time and place.

You can access our working principles by clicking on the link. 

You can access our Working Principles and Values video by clicking on the link. 

This year, as every year, we held **"Open Door Meetings"**, where our colleagues can meet our General Manager in one-on-one meetings and express themselves in a comfortable and free environment. With this event, which we organise once a month, we bring together our General Manager and our colleagues who request an interview.



Source: Our Seniority Awards Ceremony

We Use Appreciation and Rewarding Systems Focusing on Employee Happiness

We share all the practices and awards that our colleagues have achieved success by participating with their individual talents and efforts throughout our company, and we aim to inspire each other.

We organise seniority award ceremonies for our colleagues who have completed their 10th, 15th, 20th and 25th years in our companies. At these ceremonies, we congratulate the efforts of our colleagues with plaques and material awards and celebrate our unity.

As always, we “Evaluate Together” to reach our goal together with our teams

We came together with our sales teams to evaluate the past year and celebrate our achievements. Thanks to the determination and passion of all our teammates, our goal is to reach more customers and receive more orders. To achieve this goal, as always, we are “Evaluating Together”.



Source: From Our Evaluate Together Event

2- Sustainability of the Organisation and Business Model

We develop practices for the development of our corporate culture in order to ensure the sustainability of our way of doing business and transfer it to future generations.

We Make Our Orientation Processes Efficient

We continue our **“Orientation”** processes more efficient in order to facilitate the adaptation of our new colleagues to the corporate culture, working life and their positions. Thanks to our Process Orientation Matrices, we have facilitated the follow-up of our orientation process. At the same time, we continue to increase process efficiency with our increasing number of buddies and the trainings we provide to all our buddies.

For more information about our Buddy program, you can review our 2020-2021 Sustainability Report. 📄



Source: From our Orientation Presentation

**FARKLI
ÇALIŞMA
RİTİMLERİNE
FARKLI
YAKLAŞIMLAR**



Source: Sun Tekstil in-house mailing

We Changed Our Work Rhythm with Hybrid Working Model

In line with the changing world and working conditions, we launched our hybrid working model, which we started as a pilot application with the departments determined in January 2023, to continue continuously in June. With this model, we aimed to increase employee loyalty, while at the same time increasing the social welfare of our employees and enabling them to achieve greater productivity and work-life balance.

We aim to increase the number of colleagues who will work in this working model by ensuring the spread of our hybrid working system in 2025.

We continue to Digitalize our Processes

In 2023, we developed a new evaluation module in which our leaders can digitally fill out the 2nd and 6th month evaluation forms of our colleagues with our SunİK platform, which is used by all our colleagues. With this module, we ensured that evaluations are made on time and completely, as well as having a positive impact on the environment by preventing paper waste. In 2024, we carried this module to the mobile application.

In 2024, we started the development of our Talent Management and Recruitment modules. In 2025, we aim to digitalize all human resources functions such as Discharge, Promotion, Change of Position by making them end-to-end traceable, and to increase the efficiency of our business processes and our positive impact on the environment.

In 2025, we aim to move our Policies and Procedures to the SunİK platform in order to ensure that they are kept up-to-date with all our colleagues.

We Continue to Share Our Ideas and Suggestions Freely

This year, our colleagues continued to freely share their ideas and suggestions through the **"Lean Transformation"** and **"SolutionSUN"** programmes we implemented in our companies. Our teammates who shared their new ideas and projects on business processes, working environment, sustainability and development through our "SolutionSUN" program were specially congratulated by our General Manager. A total of 13 suggestions were implemented.

With our Lean Transformation program, we evaluate the suggestions and kaizen projects shared by our colleagues working in the field, and we crown new ideas with award ceremonies organized with the participation of all teams.

We place "wish and request" boxes in every accessible working area where our colleagues who hesitate to share their suggestions and ideas can do so anonymously, and we encourage their use.



Source: From the SolutionSUN Congratulatory Celebration

3- Sustainability of Talents and Learning Organisation

In 2024, we published a total of 29 new training in the categories of "Personal Development and Competency Training", "Computer Programmes and Software Training", "Operational Process Training", "Sustainability Training" and "Corporate Governance and Development Training" through our digital training platform Sun Academy. Together with the training we published in previous years, we reached a **training completion rate of 76,3%**

Adhering to the same categories, we organised in-class training for our colleagues and suppliers. In these training, we reached a **training participation rate of 98%**, and we have realised **25.727 training hours in total**.



Source: Sun Academy

Within the scope of our Personal Development and Competency Trainings, we organized trainings on **“Safe Harbor of the Team”, “Notification to the Future”, “Teams Connected by the Chain of Love”, “Interviewer Hat for Leaders”, “Labor Law for Leaders”** and **“Leader’s Logbook Workshop”** by focusing on our values. With our Team Safe Harbor training, we focused on the power of being a team by focusing on topics such as team management, team motivation, creating synergistic teams, and building harmonious teams for our leaders. Again, with the interviewer hat we realized with our leaders, we aimed to reach the right candidate with the right questions in recruitment interviews.

With the Leader's Logbook Workshop, we brainstormed together on how to acquire and retain talent with the human resources hat of our leaders.

Volume 1 of the Leader's Notebook series: Corporate Culture and Values Leadership, Volume 2: Our Working Conditions and Personnel Processes, Volume 2: Recruitment and Interview Processes were published in 3 volumes.

Each volume of the series focuses on important leadership topics. They guide leaders to develop effective management skills, strengthen corporate culture and make sustainable improvements in organizational processes.



Source: From our Leader's Logbook Workshop Event

We reached not only our colleagues but also our producers and suppliers with our Operational Process Training and Sustainability Training

In order to ensure the sustainability of our business processes, we organised our operational process training with our colleagues for our suppliers and producers. At the same time, we reached our suppliers and producers with our sustainability training, where we focused on our Sustainability Development Goals. In 2024, we achieved a 100% training participation rate in our producers and suppliers, realizing a total of 2.557 training hours and reaching 1.603 participants. In addition to our suppliers, we organized trainings in which we explained our sustainability perspective to 90 new colleagues who joined us in 2024.

We Organized Human Rights Policies and Social Compliance Trainings

Within the scope of Human Rights Policies, we organized a 2-hour 'Our Values and Social Compliance Training' at Ekoten with the participation of 32 people. With this training, we aimed to strengthen our company's social compliance standards and convey its core values to the participants.

Product Management Technical Development Program

We successfully completed our 54-hour Product Management Technical Development Program, which we started in April.

We supported our colleagues in the journey of “We Do the Best” in reaching our customer targets with pattern, sewing and machine trainings. We would like to thank everyone who participated in the Product Management Technical Development Program, which lasted 5 months, and shared the products specially designed and sewn for the theme of August 30 Victory Day with the Sun Tekstil Family and everyone who contributed to this valuable project.



Source: Product Management Technical Development Program

Kariyer Yolunu Sen Tasarla



Source: Sun Tekstil in-house mailing

We Created an Internal Announcement System for Our Colleagues to Design Their Career Paths Independently

In 2024, we launched the "You Design Your Career Path Programme", which we prepared in order to retain talent and offer our colleagues the opportunity to progress in different fields with alternative career paths by nurturing the leaders who will carry our Company into the future from within. Within the scope of this programme, we announce career opportunities within the company to all our colleagues through our internal announcement system, allowing them to shape their careers in line with their expectations.

At the same time, we discover talents whose performance and potential we measure in the career architecture and encourage them to apply for our open positions. Thus, we ensure that our colleagues take ownership of their own development and career responsibility. In this process, together with our leaders, we support the development of our colleagues, offer them opportunities and create an environment where they can freely set career goals and nominate themselves

We are developing together with the relatives of our colleagues with One Language One Life Project

We continue the "One Language One Life Project" in collaboration with Oxford as Academy International Language Schools, where our colleagues and their relatives can benefit from "English Speaking" lessons with foreign instructors free of charge. Within the scope of the program, a total of 55 colleagues and their relatives participated in the project and contributed to our development journey.

BİR DİL
BİR HAYAT
Projesi



Source: Sun Tekstil in-house mailing

We Develop Together with Our Colleagues and Their Relatives through our collaboration with online English education sites.

Within the scope of improving the foreign language skills of our colleagues and their relatives through our cooperation with online English training websites, a total of 27 colleagues and their relatives participated in the project and contributed to our development journey.

Within the scope of this project, participants practiced speaking English free of charge and earned the right to receive an internationally recognized certificate at the end of the process. Through our collaborations, we offered various advantages and opportunities to our employees and their relatives throughout the year.

Based on our value of developing, we are happy to have contributed to the development journeys of our colleagues through these collaborations and to serve our goal of doing the best with the experience we offer them.

Building a Sustainable Future with Our Young Talent Programs

We guide the career journeys of young talents for a sustainable workforce and work to prepare them for the future. We contribute to the professional development of young people through our collaborations with universities, vocational high schools, vocational training organizations and student communities.

In 2024, we established one-on-one interactions with academics and young talents through events we organized on university campuses and online platforms.

In this context:

- 10 career fairs,
- 3 interview simulations,
- 6 guest lectures,
- 22 promotional events were held.

In 2024, we offered career opportunities for students and recent graduates by creating a large pool of candidates through 31 events we attended. With these activities, we once again demonstrated our commitment to supporting the sustainability of the workforce and young talent programs.



Source: From Career Fair Event

We completed our internship programmes, which we positioned the values of "**Designing our Dreams, Developing, Valuing, Loving , We Do the Best**" within our companies, with great interest and positive feedback this year.

With our "**Future is in Sun**", "**Sun Design Project**" and "**Digitalize the Next**" young talent programs, we aim to provide students and recent graduates from different departments with real work experience in their targeted fields before they step into business life. Through these programs, we support young talents to make a strong start in their career journey by offering them opportunities to develop and implement projects within the company.

During our young talent programs, we supported all participants with "**Value-Oriented Communication, Teams Connected by a Chain of Love, Communication for the Future, Gender Equality, Sustainability Trainings**" in our development track.



Source: From our "Digitalise the Next" programme

Digitalise The Next 2024

The young talent of our **Digitalise the Next** programme, where we shared our digitalisation journey, had the opportunity to realise their projects they prepared with the support of their mentors within the enterprise. We have completed our program, which we organized for the fourth time this year, with the participation of 8 young talents studying in the Computer Engineering, Software Engineering and Statistics departments, as of May 31.



Source: From our "Digitalise the Next" programme



Source: From our "The Future at Sun" programme

The Future at Sun 2024

This year, our sixth **Future Sun** program was successfully completed with the participation of 13 young talents studying in Textile Engineering, Industrial Engineering, Computer Engineering and Software Engineering departments. As part of the program that ended on August 27, 13 young talents developed and completed their projects aimed at the needs of our business and the improvement of current processes under the guidance of their mentors. At the end of the program, we provided employment opportunities to 2 young talents and supported them in taking their first steps in their career journeys.

Sun Design Project 2024

2018 We continue to inspire young talent, by sharing our 37 years of experience in the industry with students and help them transform their academic knowledge into practice with **Sun Design Project**, which we have been organising since 2018 and selected as the "**Best Talent Programme of the Textile Industry**" in the "**Top 100 Talent Programmes**" evaluation in 2019.



Source: From our "Sun Design Project" programme

In the program we organized for the sixth time this year, 10 Textile and Fashion Design students, after a 50-hour comprehensive '**3D Drawing**' training, freely expressed their creativity in line with the themes presented to them in our factory, concretized their designs in the production area with the help of their mentors and presented these designs in an exhibition held on August 23.

Vocational High Schools are the Value of Profession!

We are aware that the common denominator of meeting the need for qualified employees in the industry and the sustainability of the qualified human resource pool is '**Vocational High Schools**'; we continue to act with this awareness! With the start of the **2024-2025** academic year, **62 students** said hello to the 9-month internship process within **Sun Group of Companies**.

Students' departments in vocational high school:

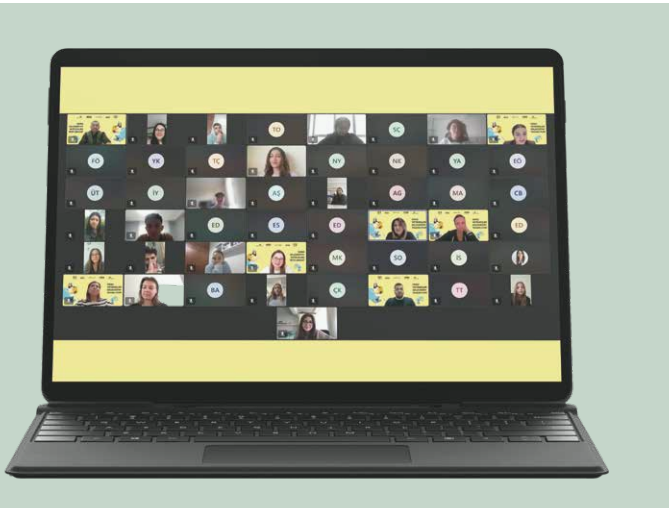
- Fashion and Design
- Textile Technology
- Marketing
- Informatics
- Public Relations
- Accounting



Source: "Hello to the Internship Process" Day with our Intern

Young Talents Design Their Future

With our "**Young Talents Designing Your Future**" project, we came together with the high school and university-age children of our colleagues, our scholarship recipients and students studying at the schools we cooperate with during the interim holiday period.



Source: Young Talents Designing Their Future Project

In this event, which was attended by approximately 85 students, we tried to provide students with useful information about professions and guide them in their career choices.

Professionals from our dynamic departments such as **Human Resources, Design, Product Development, Marketing, Production, Planning, Financial Affairs, Import and Export, Information Technologies, Data Analysis, Social Compliance, Environment and Traceability** shared the secrets of business life with all sincerity and presented an inspiring road map to young people. We are happy to be by their side and support them in the steps that Young Talents will.

“The Route is Being Recreated” for the Development of Our Teammates

In order to maximize the competencies of our employees and support them in revealing their potential, we implement Assessment Center and Coaching studies. With these studies, we contribute not only to individual development but also directly to the growth goals of our company.

With our **Assessment Center applications**, we aim to objectively analyze our employees' current competencies, strengths and development areas. With scenarios and applications prepared by our expert staff, we observe the performance of our employees in situations they may encounter in real business life. In this process, we both create individual awareness and open a new door in their career journey.

We design our **coaching programs** for our employees to discover their intrinsic motivations and achieve their personal goals. While our expert coaches guide our employees through individual sessions, we contribute to the synergy of our teams with team coaching. This process, where each individual discovers their own potential, strengthens cooperation and facilitates the achievement of corporate goals.

In order to be an organization that makes a difference in the business world of the future, we are proud to be by the side of our employees and provide them with support.



We Successfully Completed Our Modelist and Production Modelist Training Programs

The “Modelist Training Program”, which started on September 11, and the “Production Modelist Training Program”, which started on October 1, 2024, have been completed with great success!

Within the scope of our programs; both theoretical and practical trainings were given in critical areas such as pattern, model, production file management and business process follow-up. Our participants were trained as well-equipped professionals in accordance with the requirements of the industry.

What have we achieved with this program?

- -We increased our potential by recruiting qualified team members to our workforce.
- -We supported the sustainability of our business processes and created a stronger team structure.
- -By increasing efficiency, we gained a competitive advantage in the long term.
- -We enabled our teammates to gain competencies that add value to their careers.

4- Sustainability of HR Processes And Systems

Our Career Architecture Study

Together with our leaders, we revised our career architecture, where we can evaluate all groups independently of each other by putting talent at the center and aiming to prioritize the right development needs for each group. Within the scope of this project, we re-evaluated all our colleagues by creating a unique career map that focuses on the roles and leaders needed by the company, where personalized talent is important, and where potential is prioritized along with performance. We designed new leadership and career paths for 39% of our Star Employees within our company and realized our promotions. At the same time, we revised our job evaluation processes by re-evaluating 200+ positions in total.

In 2024, we aim to digitalize our career architecture processes, which we focus on continuously monitoring the potential of our **“Measuring and Evaluating the Effectiveness of Work”** system.

Value-Based Promotion Conversations

Since 2022, we have been conducting **"Employee Experience Interviews"** to ensure the loyalty of our new colleagues, to understand their needs and to listen to their suggestions. In order to provide a positive and participatory employee experience, we aim to create employees who are wholeheartedly committed to our company by organising one-to-one interviews in the 2nd and 6th month of new recruits. In 2023, we are developing together with our talent management and development journey projects that we have implemented with the suggestions of our colleagues we have interviewed.

In 2024, we conducted 2nd month interviews with 111 people and 6th month interviews with 112 people. As in the past year, we aim to shape our action plans with the suggestions of our colleagues in 2025.



Source: From our Team Coaching Project

We came together for the presentations of our new graduates who said hello to business life.

As in previous years, our new graduates shared their presentations about the benefits of being a member of the Sun Tekstil Family in 2024 and their suggestions in this direction.



Source: From the Presentation of Our New Colleagues Saying Hello to Business Life

In the final report announced at the launch of the 2023 Turkey period of the BCSD Turkey Reporting Matters Project held in 2024, we were ranked among the good practices in the “Stakeholder Interaction” category within the Principles Criteria with our “stakeholder analysis” and “stakeholder interaction practices” approach in our 2022 report. One of the most prominent practices among the interaction strategies we developed for our stakeholders, which we identified according to their degree of closeness, was the “Life in Sun Survey” we implemented for our colleagues, our internal stakeholders.



Source: From the Presentation of Our New Colleagues Saying Hello to Business Life

Sun Tekstil Lean Management Practices

In line with our company's sustainability strategies and quality targets, we established our Lean Production Management unit in 2021 in order to carry forward our lean management practices that we have adopted for many years. Our unit, which reports to the Process Improvement Directorate under the Assistant General Manager of Operational Excellence, has increased the speed of improvement in all our processes with the contributions of our experts with more than ten years of experience in their fields. Thanks to our lean management practices, we use our resources more efficiently by preventing inefficiencies where they occur, reduce waste, save energy and labor, comply with our customers' quality criteria, increase efficiency throughout our supply chain, and continuously improve our holistic sustainability strategies by optimizing our occupational safety efforts.

In 2024, we commissioned our new production facility, which we planned in accordance with lean management principles. We designed the entire infrastructure of this facility in such a way that 5S principles can be implemented in the most practical and effective way. By focusing our workforce on the installation and organization of this new facility, we aimed to make lean production principles effective in every process. In the coming years, we aim to focus more on our lean management projects, to continue training and project work to improve the competencies of our employees, and to continue to carry all our processes to a more sustainable and effective structure.



Source: Sun Tekstil Yeniköy Factory Building

Ekoten Lean Management Practices

In our journey, which we started in 2018, we have created a strong lean management culture in which we aim for continuous improvement in our operations through our approaches based on lean management philosophy, technical training and the contributions of our employees.

We ensure that our new colleagues have a culture of continuous improvement by planning their development journey from day one through our technical training team. Our colleagues, who receive training on topics such as lean management, problem solving, 5S, autonomous maintenance and apply them in the field, contribute to improving product quality and cost savings with the projects they develop.

We develop our teams of blue and grey collar colleagues with periodic training through our Lean Leader Development Program. We design high-impact projects by analyzing the current situation and root causes for all losses in the production area. We monitor our key performance indicators with department-based Lean Performance and Lean Leader Scorecard Management through regularly shared monthly reports. We identify our focus points and evaluate and improve the results through one-to-one mentoring meetings with the relevant teams and leaders.

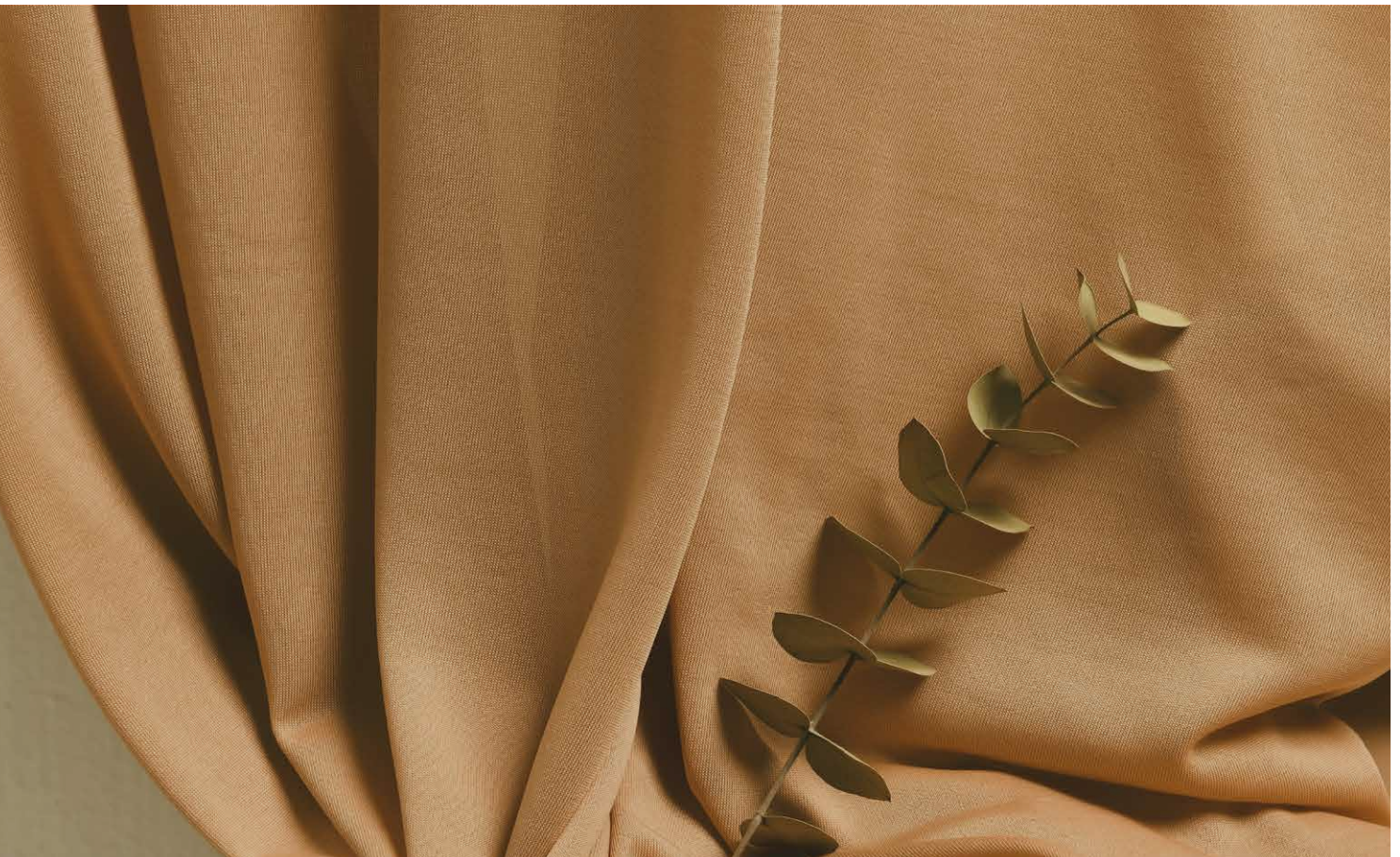


Source: Ekoten Lean Leader Meetings

In our traditional "Kaizen Festival" events, we share our projects and achievements with all our colleagues and managers with the presentations of the project teams. After the presentations at the end of each quarter, our project teams are rewarded and receive feedback as a result of all participants sharing their scores on the digital platform.

We started to measure the effectiveness of the kaizen more systematically in the digital environment by adding problem solving methodology with A3 this year to our Lean Management and suggestion systems infrastructure, which we have digitized in previous years. All work orders related to approved suggestions and kaizens are transmitted to the relevant units via the digital platform, and completion rates, times and achievements are systematically measured, reported and accessible by all our employees.

In 2024, we trained 24 new lean leaders within the scope of the "Lean Leader Development Program" managed by our Lean Management and Technical Training units. We doubled the total number of Kaizen implemented compared to the previous year and increased our participation rate in the suggestion process by 17%, enabling more teammates to contribute to continuous improvement.



Occupational Health and Safety Strategy

Our Occupational Health and Safety Units continue to work diligently to monitor occupational health and safety practices in Sun Tekstil and Ekoten. The units meet regularly to ensure the interaction of labor and disciplinary processes. We constantly improve our processes as well as provide training sessions required by the regulation and awareness training in order for the employees to adopt the occupational health and safety culture. In all our activities, we adopt the focus of "zero occupational accidents and zero occupational diseases".

We are continuing our work by expanding our health and safety teams to spread a proactive approach, corrective actions and field observation processes to all areas. We support our practices with 5S, Kaizen and Lean Production studies to make them more effective.

We constantly monitor the periodic examinations of all our employees with our expert doctor and nurse staff. We go beyond legal obligations and repeat the health examinations of our personnel every year and always prioritize the health of our employees. The health screenings we conduct show that we continue to achieve our goal of zero occupational diseases.

We aim to ensure to comply with national legislation, international legislation, and business processes, follow our occupational health and safety policy by implementing it in our actions, and regularly share our key performance indicators with our management. We implement our activities with reference to ISO 45001 Occupational Health and Safety Management Systems, ISO 14001 Environmental Management System and ISO 9001 Quality Management Systems. In addition, all our activities are audited for social compliance through audits conducted by global brands that are our customers, audits conducted by international independent audit firms directed by our customers, and platforms that measure the maturity of our working conditions such as Social & Labor Convergence Program (SLCP) and Higg Facility Social & Labor Module (FSLM). We benefit from these audits, which we have achieved successful results thanks to the good practices we have implemented, in order to continuously improve our roadmaps. We organize detailed training for our employees that are prepared specifically for the work performed. We prepare training with a perspective that goes beyond the scope of workplace health and embraces the concept of public health.



Sun Tekstil Occupational Health and Safety Approach

Our team consisting of Occupational Safety Specialists and Occupational Safety Technicians carry out field inspections on a weekly basis on a department and process basis with the prepared checklists. We have expanded our investments in technology in the field of Occupational Health and Safety as Sun Tekstil and developed a mobile application to make field inspections more effective and faster. Thanks to this application we have developed, we provide faster reporting and work follow-up. In addition, the audits and reports of the audits prepared through the application can be easily accessed by the senior management.

In line with our 2024 targets, we started using the OHS application we developed in order to track work accidents and near-miss notifications more easily and to make notification processes more practical.

We have developed an OHS application where we can easily follow the regular control and inspection schedule of all our technical equipment. We are aware of the importance of training in our work and accordingly, we have created a department-based training map.

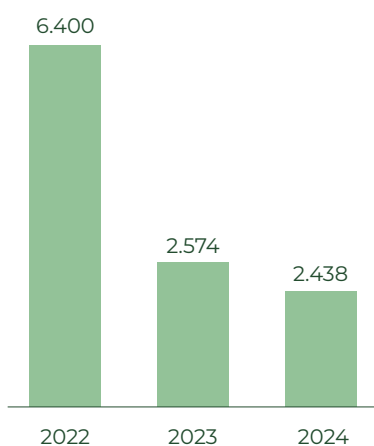
Thanks to the training application we have developed, we can track our person-based trainings and plan them easily. We manage our training records regularly by keeping them on the system. In 2025, we aim to develop our application, which will enable more effective monitoring of training processes and more comprehensive keeping of records on the system.

We continue our efforts to ensure that all of our colleagues obtain Vocational Qualification Certificates in all areas of activity that require professional competence. In this process, we aim to increase both individual development and operational efficiency.

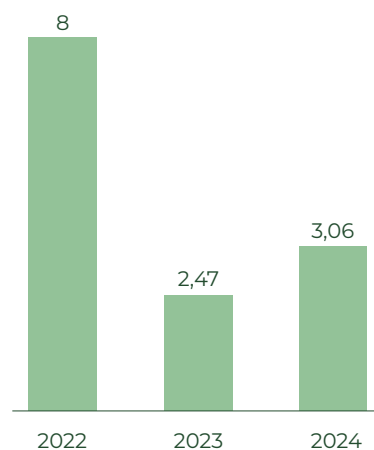
In line with our human-oriented working approach, we continue our ergonomics studies meticulously. We conduct research on ergonomic equipment for our team members working on their feet, evaluate different options with demo applications and work to provide the most suitable equipment.

Within the scope of our continuous improvement targets, we will continue our efforts to identify psycho-social risk factors in our companies in 2025. In light of this data, we will continue to support the health and safety of our employees by implementing our 2025 roadmap

Total OHS Training Hours at Sun Tekstil



Average Training Hours per Employee at Sun Tekstil





Ekoten Occupational Health and Safety Approach

As in all our processes, we proceed in line with our Valuing and Developing values, which are among our company values, in our occupational health and safety activities. Being aware that the most important step for the development and continuity of the culture in our production sites is training, we keep our training methods and contents open to innovation and up-to-date. In this journey, we repeat the mandatory occupational health and safety trainings every year in our training management processes. As of 2024, we aimed to maximize the safety of our colleagues by including on-site-applied training contents in our lives. In addition, we continued to work by Developing and Valuing to increase our awareness by including OHS Tools trainings in our asakai meetings by combining them with our on-the-job, lean activities specific to the work performed in each shift.

We create space to touch the lives of our employees with awareness trainings such as Breast Cancer, Ergonomics, Anemia, Sexually Transmitted Diseases and Pregnancy processes. Our efforts to identify psycho-social risk factors in our companies, which we initiated in line with our continuous improvement targets, will continue at full speed in 2025. In a developing and changing world, we utilize advanced technology tools and make great efforts to ensure that these tools are effectively included in all areas of our lives, especially in our field observations and controls. We are aware of the importance of accessing accurate information and in this direction, we continue to digitalize our processes with our internal and external solution partners. We attach great importance to the participation of all our colleagues in this process. We want all our colleagues to be able to follow instantly changing data, situations and risks. We are taking firm steps towards our goal of zero accidents by digitalizing the process management of our OHS team. We have completed the integration of our processes with our stakeholder, which offers OHS digital solutions with leading technology in its field. By commissioning two new modules in 2025, we will fully integrate all our processes into digital data entry and reporting.

We establish applicable advanced evacuation processes in all our campuses and keep these processes active through trainings, drills and audits. We conduct at least 12 drills a year, and we take this process very seriously and turn it into a part of our lives. We design our drills in the closest way to reality and measure their performance. We continuously improve our processes by sharing the results we obtain with all our teammates under the leadership of our senior management.

As in all our processes, we take firm steps towards our goals by utilizing artificial intelligence technologies in our occupational health and safety processes. At the same time, we continue to work intensively to strengthen our skills-oriented technical training aspect by supporting our training management process with virtual reality (VR) technology.

As a result of the work we have carried out by improving our perspective on occupational health and safety, valuing and lovingly, we have completed our necessary analyses within the scope of the Managerial Occupational Safety Development Program and Behavior-Oriented Occupational Safety Project in 2024. We continue our work at full speed with the commitment and support of our management.

As part of the 2025 Managerial Occupational Safety Development Program, we will continue our work on workshops, analysis methods, observation techniques and performance evaluation criteria. Within the scope of the Behavior-Oriented Occupational Safety Project, we will continue our trainings by making use of the results of the analysis in line with our project goals and closely monitor the process with a comprehensive performance evaluation method.

In this context, we revised the working methods of the Field Observation Teams we established in previous years and continue to proactively manage risks under the mentorship of our OHS unit, adhering to the principle of “observe, detect, report, improve”. As of 2025, these assessments will be communicated to senior management on a monthly basis. In this journey that we continue by Valuing and Improving, we prioritize the active participation of our employees in our processes and the realization of their suggestions.



In line with our goal of continuous improvement, we continue to invest in occupational health and safety at our facilities. All areas such as transformers, warehouses and renovated chemical warehouses on our campus are being modernized within the scope of investment plans, and we are developing existing fire response systems in these areas with new technologies. EKED LOTO systems are fully installed in our facilities.

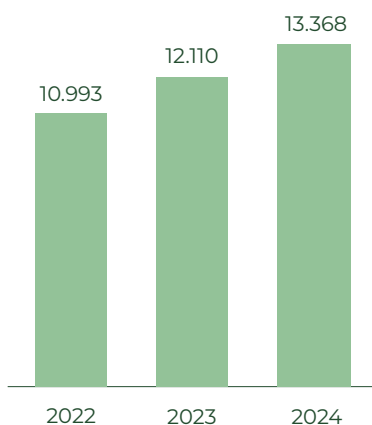
Trainings for all our team members are planned regularly every year and structured to be supported by special workshops.

Within the scope of our management system; we instantly monitor data such as accident frequency rate, accident severity rate, occupational health and safety training hours, periodic controls, scenario drills, legal legislation measurement values, indicators of occupational hygiene reports and customer social compliance audit results.

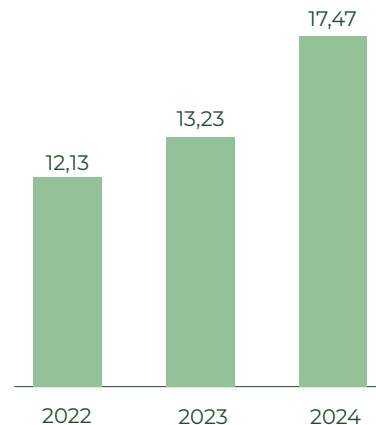
In 2024, Ekoten OHS Unit is proud to have once again completed our audit conducted by an independent organization within the scope of ISO 45001 without any findings.

While renewing ourselves every day, we do our job with love without compromising our values. In this direction, we observe and analyze workplaces with our colleagues and define their processes. We prepare guidelines to guide them. As of 2024, we published our department-based PPE matrices and user manuals, our first work, and we will continue our work with the goal of improvement and development in 2025.

Total OHS Training Hours at Ekoten



Average Training Hours per Employee at Ekoten





MEN M/38 2.04

COMMUNITY EMPOWERMENT

07

Resilient Communities for Sustainable Development

In all our activities and strategies, we aim to create value for society and our world. Accordingly, we plan our activities for the priority areas under the coordination of our "Touching the Community" task force, with the recommendations of our Sustainability Committee, and carry out studies in line with our annual targets. We design all our social responsibility strategies within the framework of our **Sun Tekstil Donation and Aid Policy** based on the areas that our stakeholders consider important.

In 2022, we developed our 'Sun Tekstil Community Oriented Activities' strategy based on our key stakeholders and priority areas. We prepared our activity plans by examining academic literature on corporate social responsibility approaches as well as research on the business world and benchmarking studies among companies. Accordingly, we structured our strategy under four headings: Programs for Our Employees, Programs with Our Supply Chain Stakeholders, Programs for Our Region and Programs for the Community.

Programs for Our Employees

Within the framework of the importance we attach to the social and emotional needs and health of our employees, we organise events and activities that will improve internal communication, provide social benefits, and meet the need for awareness and information. We strengthen our motivation by taking short sweet breaks with our colleagues.



Source: EÇEV Logo

EÇEV Scholarship Program

We provide educational scholarships to the children of our employees within the scope of the valuable cooperation we started with the Aegean Contemporary Education Foundation - EÇEV in 2018. We supported 41 students in the spring semester of the 2023-2024 academic year and 42 students in the fall semester of the 2024-2025 academic year through processes carefully carried out by EÇEV experts. Within the scope of our valuable cooperation, our students have more development opportunities thanks to the activities, education and social responsibility experiences offered by EÇEV.

In the 2023-2024 period, we supported 10 students affected by the earthquake within the scope of the EÇEV Need-based Scholarship Program, which lasted for 14 months. 4 of our students graduated at the end of the semester and 6 students continue their education lives as part of our regular program with EÇEV.

Within the scope of the Talent Development Meeting, which we started in 2023 for our scholarship holders, we come together with all our scholarship holders and increase our synergy through ice-breaker activities, personality inventory and group case studies. We plan trainings for the development areas we identify after the applications.



Source: From our Pink Ribbon Event

Our Motherhood at Work Program

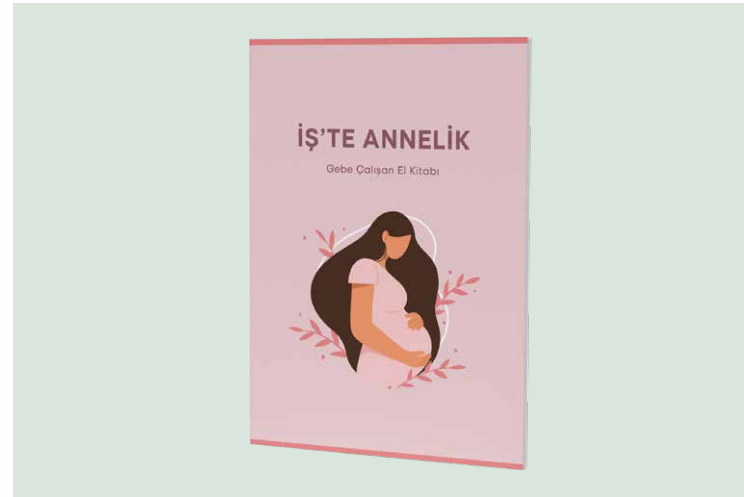
We inform our female colleagues and their leaders with “Pregnancy Training”. We provide trainings on both working conditions and healthy working conditions to our colleagues whose pregnancy process is clear. In this way, we offer our pregnant employees a supportive, safe and healthy working environment. We also inform our leaders about the processes of our pregnant colleagues through our Sun Academy training platform.

In 2024, we prepared the content of the Motherhood at Work Pregnant Employee Handbook and shared it with our colleagues.

Breast Cancer Awareness Activities

Ensuring that our colleagues lead a healthy life is one of our top priorities. Throughout October, we organized many events as part of Breast Cancer Awareness Month.

As a company with a high percentage of female employees, we draw attention to breast cancer and emphasize the importance of awareness.



Source: Motherhood at Work Our Pregnant Employee Handbook



Source: Menopause Handbook

Menopause Handbook

We have prepared handbook content to raise awareness and raise awareness among all our colleagues about menopause. We ensure the continuity of all the content we prepare for our corporate development by digitally memorizing it in our corporate memory in the HR Library and support the practical access of our colleagues.



Source: From our Office Yoga Event

Social Welfare Activities

The social welfare and psychological well-being of all our colleagues are among our top priorities. We come together at the events we organize and share our common motivation and happiness.

We increased our awareness and refreshed our energy with office yoga, face yoga, sweet break events, special day souvenir photo shoots, exhibitions, positive thinking and healthy eating events.

Interactive Environmental Awareness Trainings

We continue to organize various trainings and events to increase the environmental awareness of our colleagues. In this context, we organized Environmental Awareness trainings with the active participation of 110 participants. In our trainings, we addressed topics such as sustainability principles, energy efficiency, waste management, environmentally friendly practices and protection of natural resources. By increasing the environmental awareness of our employees, we have taken a step towards raising the general level of environmental awareness of our society.



Source: Our Environmental Awareness Training



Source: Our Gender Equality Training

International Working Women's Day

On March 8, International Working Women's Day, Izmir Metropolitan Municipality Women's Studies Branch Directorate organized Gender Equality Training with 315 colleagues.

Parent Support Program

On May 9th for Mother's Day and on June 14th for Father's Day, Izmir Metropolitan Municipality Women's Studies Branch Directorate organized Mother and Father Support Program Trainings with 326 colleagues.



Source: Our Mother and Father Support Program Training



Source: Anemia, Ergonomics and Sexually Transmitted Diseases
Our Education

Anemia, Ergonomics and Sexually Transmitted Diseases Awareness Trainings

For the health of both the community and our colleagues, we came together with 1,195 teammates with trainings given by our workplace physician on Anemia, Ergonomics and Sexually Transmitted Diseases.

Zero Tolerance to Violence

With our “Violence and Harassment Prevention Policy” prepared within the framework of ILO Convention No. 190 on Violence and Harassment (C190), we declare that we will not tolerate any form of violence and harassment both in the household and in business life and that we will take all necessary measures to prevent, report and address such behaviors.

We share our application mechanisms poster on Zero Tolerance to Violence with our teammates and suppliers, and ensure the sustainability of our work with digital media and reminder information.



Source: Violence and Harassment Prevention Policy Poster

Programs Conducted with Our Supply Chain Stakeholders

We also value the development of our supply chain stakeholders with whom we work together. We care about diversity and inclusion, one of the main components of our corporate culture. In this context, we come together with our producers in different locations in Anatolia to raise awareness on “Gender Equality”. We organized over 1200 hours of training with over 800 participants.

We are implementing a “Women's Career Development Program” with our supply chain stakeholders to empower women in business life. We support the education life of our colleagues with our “Back to School” project, which we continue in cooperation with our UK-based customer.

We guide our supply chain stakeholders with the “Supplier Handbook” we have prepared for our supply chain stakeholders in order to share our culture, ethical principles, values and way of doing business and to ensure sustainable development together.



Source: From our Supply Chain Training Program

Supply Chain Training Programs

We attach importance to the development journey of our stakeholders in our supply chain and support them with trainings on communication, feedback, teamwork and leadership. In addition to technical trainings such as file reading, surveying, pilot planting, line balancing, effective management of natural resources, monitoring of water resources and waste management, we also attach importance to developing together for the adoption of our quality standards by our stakeholders and the sustainable success of our supply chain.

Back to School Program

As Sun Tekstil, within the scope of the Back to School Program, which we started in 2019 in cooperation with our customer, a global brand operating in the UK, we provide motivation by wholeheartedly supporting our employees who had to interrupt their education to complete their education and graduate, and contribute to their journey with scholarships and stationery aid. In the 2023-2024 spring semester and 2024-2025 fall semester, with the participation of our suppliers in Afyon and Düzce, a total of 30 people, 27 women and 3 men, participated in our program and shared their valuable success stories with us.



Source: From our Back to School Program



Source: From our Zero Tolerance to Violence and I Support Equality Project

Zero Tolerance to Violence and I Support Equality Project

In cooperation with our Spanish customer, we carried out the “Zero Tolerance to Violence and I Support Equality Project” in 8 of our suppliers. Within the scope of this project, in the first module, authorized persons determined by our suppliers participated in online trainings on Zero Tolerance to Violence and Supporting Equality and were awarded training certificates representing their individual competencies. In the production facilities, 5 posters and 1 infographic on the subject were hung on visual notice boards. In addition, trainings on the content of these posters were carried out interactively in the field with facility visits by our Sun Tekstil Social and Technical Compliance Management and Sun Tekstil Training Management units.

Strengthening Internal Feedback Mechanisms in Factories Project

In cooperation with our Spanish client and with the support of a consultancy firm, we conducted the “Strengthening Internal Feedback Mechanisms in Factories Project” at our supplier Mude Tekstil. With this project, we aimed to strengthen social dialogue by increasing the effectiveness of internal grievance mechanisms in factories and to improve grievance and improvement processes at the operational level.

In this context, we analyzed existing grievance systems and identified areas for improvement in terms of transparency, impartiality and effectiveness. While developing a new Operational Feedback Mechanisms (OGM) model in line with the needs of our customers and suppliers, we organized various training programs for management and employees covering topics such as human rights, effective complaint mechanisms, communication skills and conflict resolution. Thus, we aimed to strengthen the capacity of all employees.

At the end of the project, we established effectiveness monitoring and evaluation mechanisms and became able to sustainably audit our complaint and improvement processes.



Source: Internal Feedback Mechanisms in Factories From our Strengthening Project

Programs for Our Region

We consider supporting the development of our region and our city among our important priority areas and we carry out activities within the framework of our priority objectives as required by sustainable development.



Source Torbalı Cumhuriyet Anatolian Vocational High School Signature Protocol

Torbalı Cumhuriyet Anatolian Vocational High School Sun Textile Classroom

In line with the protocol we signed with the support of Torbalı District Directorate of National Education, we support Torbalı Cumhuriyet Anatolian Vocational High School. We carry out maintenance and repair of the machines in the school and donate machinery. In addition, we meet with students through personal development, occupational health and safety, and technical trainings with our professionals who are experts in their fields, and we attach importance to the training of qualified workforce in our region.



Source: Izmir Seeks Equality Stars Project

Izmir is Looking for Equality Stars

We are pleased to participate in the Mentoring Program Implementation Guide of the “Izmir is Looking for Equality Stars” Project, which we carry out under the coordination of Izmir Commodity Exchange (ITB), together with the Izmir Women Entrepreneurs Board of the Union of Chambers and Commodity Exchanges of Turkey (TOBB). By taking part in this valuable project supported by UN Women, we continue to contribute to the strengthening of the principle of equality and gender equality.

As a signatory of the Women Empowerment Principles (WEPs), we took part in the Equality Stars project as an Equality Star Mentor. In this process, we shared our processes of becoming a WEPs signatory, our good practice examples, and the work we carried out within the scope of the principles. We shared our suggestions and recommendations to the representatives of mentee companies, answered their questions and acted as a companion to companies that want to become signatories and the managers of these companies.

Gender Equality and Zero Tolerance to Violence Trainings

In cooperation with Torbalı Chamber of Commerce, we aimed to raise awareness in companies in our region by providing Gender Equality and Zero Tolerance to Violence trainings.



Source: From our Gender Equality and Zero Tolerance to Violence Training



Source: March 8 International Working Women's Day Event

March 8th International Working Women's Day

Together with the TOBB Torbalı Women Entrepreneurs and Young Entrepreneurs Board, we came together at the March 8 International Working Women's Day event and shared our awareness practices and projects on Gender Equality.

OHS Awareness Training for Students in Schools in our Region

We attach great importance to raising occupational safety awareness and assuming social responsibility in this area. On the occasion of Occupational Safety Week, we organized a comprehensive training with the participation of our Occupational Safety and Health managers at Torbalı Cumhuriyet Vocational High School in order to raise the awareness of young people on the subject.



Source: OHS Awareness Training



Source: Valued Because We Are Equal Seminar

We are valuable because we are equal Program

In order to raise awareness of Gender Equality among young people studying in our region, we organized “We are valuable because we are equal” seminars on Gender Equality and Zero Tolerance to Violence with Dokuz Eylül University Labor and Home Economics students, Dokuz Eylül University Business Student Community and Bakırçay University.

Our Support for the Olten Art Foundation

In line with our goals for the development of art and artists, we continue to support the Olten Art Foundation operating in Izmir. In addition to our regular support, we also organize music concerts on special days and events of our companies with the participation of valuable artists of the Olten Philharmonic Orchestra. Thus, we create added value in strengthening the connection of all our colleagues with art.



Source: Olten Philharmonic Orchestra Poster



Source: Adettendir Üretiyoruz Workshop Poster

Adettendir Üretiyoruz Workshop

We continue to contribute to the work carried out for public health and environmental sustainability. As Sun Tekstil R&D Center, we are pleased to support the “We Produce What is Customary Workshop” initiated under the leadership of Izmir Metropolitan Municipality.

Within the scope of the workshop, reusable hygiene pad design developed by our R&D Center and reusable pads that 100 women will need for a year were produced using fabrics with technical features and presented to women. The garment processes of the products were carried out by people trained in the Izmir Metropolitan Municipality Vocational Factory garment workshop.





Programs for the Community

We attach great importance to realising high impact corporate social responsibility projects that create value for society together with our stakeholders. We develop projects based on our prioritised sustainable development goals and establish strategic partnerships.



**İZMİR EKONOMİ
ÜNİVERSİTESİ**

Source: Izmir University of Economics Logo

University of Economics Scholarship Protocol

In 2019, within the scope of our scholarship protocol signed with Izmir University of Economics Textile and Fashion Design Department, we support two students with educational scholarships and accompany them with internship opportunities, mentoring and networking support on their journey to become designers who make a difference in our industry. One of our students, who also spent his internship period at Sun Tekstil, graduated in the fall semester of 2024 and started his professional career in the Design Department of our company at the end of the summer semester.



Source: Koç University Anatolian Scholars Program Logo

Our Support for Koç University Anatolian Scholars Program

In 2021, we signed a scholarship protocol and became one of the corporate supporters of Koç University's Anatolian Scholars Program. Within the scope of the Anatolian Scholars Program, which offers a second opportunity to scholarship candidates who are preparing for university in disadvantaged regions of our country with limited educational opportunities and who cannot get the right to receive scholarship education at Koç University despite being in the top 1% of the placement exam, we support one student in 2021 and two students in 2022 throughout their education life.

EÇEV Pedal For Education

We are delighted to be the main sponsor of the 'Pedal to Education' event organized by the Aegean Contemporary Education Foundation to raise funds for equal opportunities in education.

Our colleagues also showed great interest and participation in the bicycle tour, opened their own individual donation campaigns, collected donations for the benefit of EÇEV and increased our contribution to education.



Source: EÇEV Pedal For Education our Event



Source: Our Waste Recycling Event

World Environment Day Sasalı Bird Sanctuary Cleanup Event

In the Waste Recycling Event we organized in cooperation with IzDoğa, we met with the participation of 24 volunteer colleagues for cleaning work in Izmir South Gediz Delta.

We worked to clean 20 m2 area, which is the home of many birds, especially flamingos, from pollution.

Izmir Marathon

At the Izmir Marathon, as Team Jimmy Key, we took our steps for the Spastic Children's Foundation of Turkey (TSÇV).

We provided support for our disabled children in the earthquake to access the special education, physiotherapy and psychological counseling services they need.

Our colleagues also opened individual donation campaigns to collect donations and increase our contribution.



Source: Izmir Marathon Event



Source: Our LÖSEV Shop Bazaar Event

LÖSEV Shop Bazaar

We set up LÖSEV Shop's booths with carefully prepared products in our company and supported the organization with two bazaars that attracted great interest from our employees.

At the stands, our colleagues also received information about the programs at LÖSEV where they can volunteer and become regular donors.

Reconstruction of Hatay Iskenderun Technical University Vocational School

As part of our goal to support earthquake-affected regions, we made a donation to the Eymir Cultural Foundation for the reconstruction of Hatay Iskenderun Technical University Vocational School.

We sincerely believe that the education provided at the school, which was completed and put into operation in October 2024, will support the development of the region with its healing power.



Source: Iskenderun Vocational School Campus 3D Poster



Source: Collective Sewing Event Poster

We Produced for Women on March 8, International Women's Day in Cooperation with Devri Daim Institute

Within the scope of the “We Produce Together” workshop organized by Devri Daim Institute for Women in Hatay on International Women's Day, underwear was sewn for women affected by the earthquake with the participation of volunteers.

Within the scope of this valuable workshop, we provided support with our most suitable Ekoten fabrics.

Supporting Education with Turkish Education Association

Within the scope of our cooperation with the Turkish Education Association, which has been working for equal opportunities in education since its establishment, we met twice this year at the stands set up in our company.

Contributions were made to support education in the events organized with the great interest and participation of our colleagues. We also learned about different volunteering and regular donation opportunities at the Turkish Education Association.



Source: Turkish Education Association Stand

Sponsorships

As a Group, we aim to provide sponsorship support in many areas where we can contribute to the development of our society in line with our priority goals.



Source: IKSEV 37th International İzmir Festival Poster

IKSEV 37th International İzmir Festival

As one of the sponsors of the 37th International İzmir Festival, organized in 2024 with the contributions of valuable stakeholders, we continue our cooperation with İKSEV, which has become the culture of our company for many years.

İzmir Festival, a prestigious member of the European Festivals Association with its high-quality programs and events that bring art to historical venues, brings world-famous names to the special atmospheric stages of our city and keeps the slogan 'İzmir, the City of Culture and Art' alive.

Strong Women Strong Tomorrows Concert

We were among the sponsors of the concert organized to support the Entrepreneur Women's Workshop Project with the support of different stakeholders under the coordination of Liyakat Association. The support collected through the concert was used to contribute to the training of entrepreneurial women.



Source: Strong Women Strong Tomorrows Concert



Source: Change Leaders Association First Step to Leadership Workshop

Chamber of Textile Engineers Izmir Branch Our Sustainability Scorecard in Textiles Symposium

We were among the sponsors and panelists of the “Our Sustainability Scorecard in Textile Symposium” organized by TMMOB Chamber of Textile Engineers Izmir Branch.



Source: Our Sustainability Scorecard in Textiles Symposium



SUSTAINABLE DESIGN

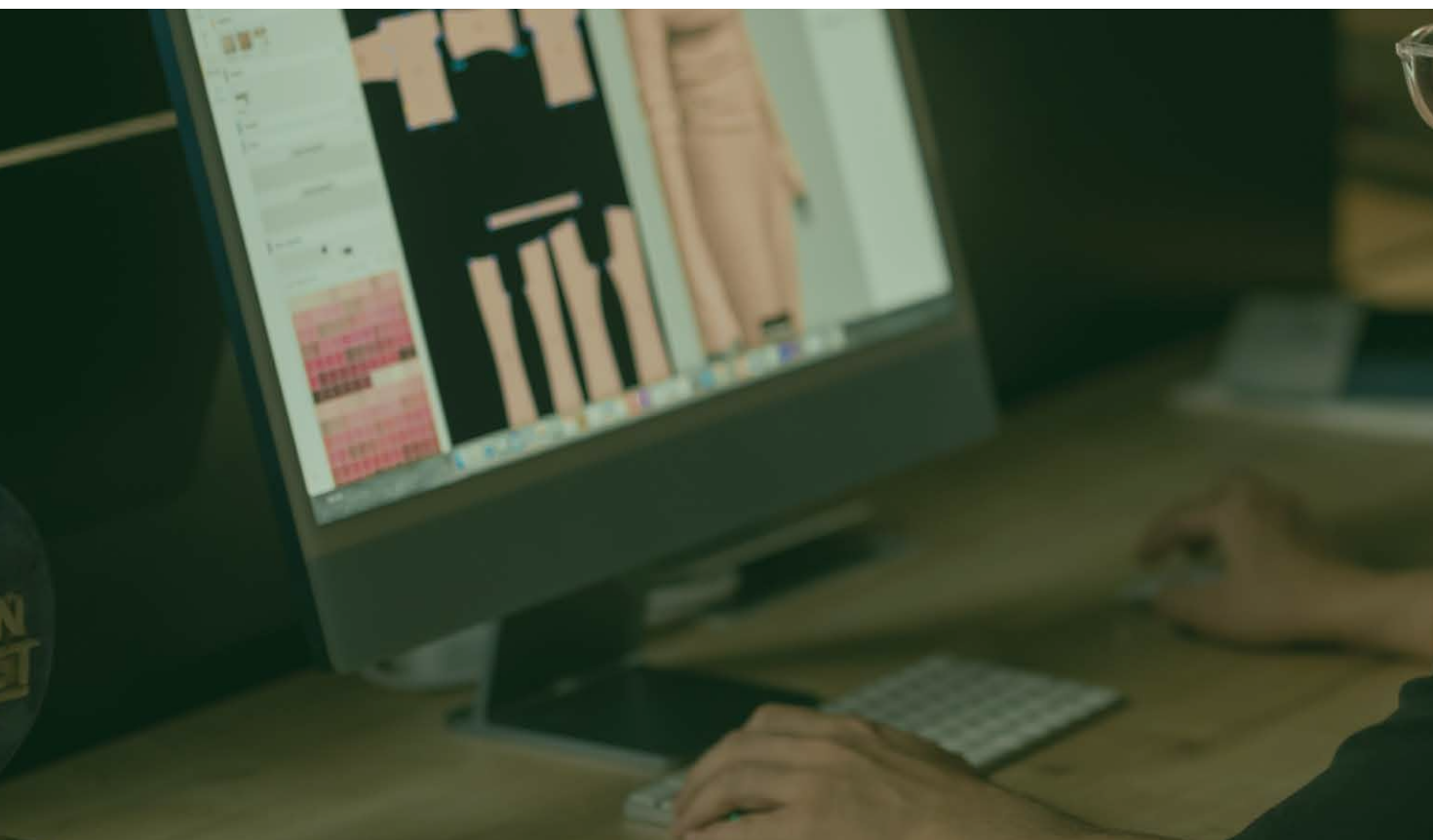


Circular by Design

We have a holistic sustainability approach based on circular economy models. We develop processes that will cover from the design of our products to the end of their lifecycle and even the next lifecycle with the Product as a Service approach.

We develop strategies based on international action plans. During the implementation phase, we take the circular economy hierarchy as a reference and carefully implement each step from reduction at source to recycling. We provide training to our teams and set targets based on the Circular by Design principle. We support sustainable transformation with digital transformation.

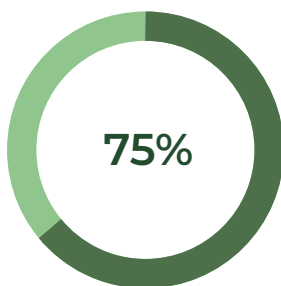
We prefer raw materials that respect nature by focusing on the protection of biodiversity in our sustainable fibre choices. We choose recycled and recyclable materials for our packaging materials, cardboard labels and accessories. Within the scope of our R&D studies, we carry out studies in cooperation with many different institutions, especially universities, institutes, start-ups and other R&D centres.



Sun Tekstil Design Approach

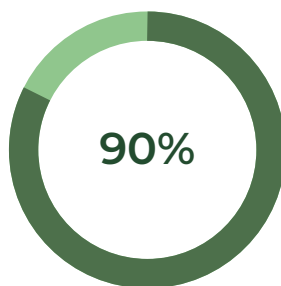
With our "circular by design" approach, we develop designs considering the next life of our products thanks to our applications that make a difference in our material selection and design techniques.

We are continually improving our practices to increase the use of low-carbon products in our material choices. In addition to organically grown raw materials, we use cellulose sources that are sourced from industrial forests and produced using environmentally friendly processes. We increase our use of recycled natural and synthetic fibers every year. By using raw materials with sustainability certificates, we guarantee traceability, the most important element of circularity. In 2024, 75% of our products will be made from sustainable raw materials.



IN 2023

We produced 75% of our products from sustainable raw materials.



IN 2030

We aimed to produce at least 90% of our products from sustainable materials.



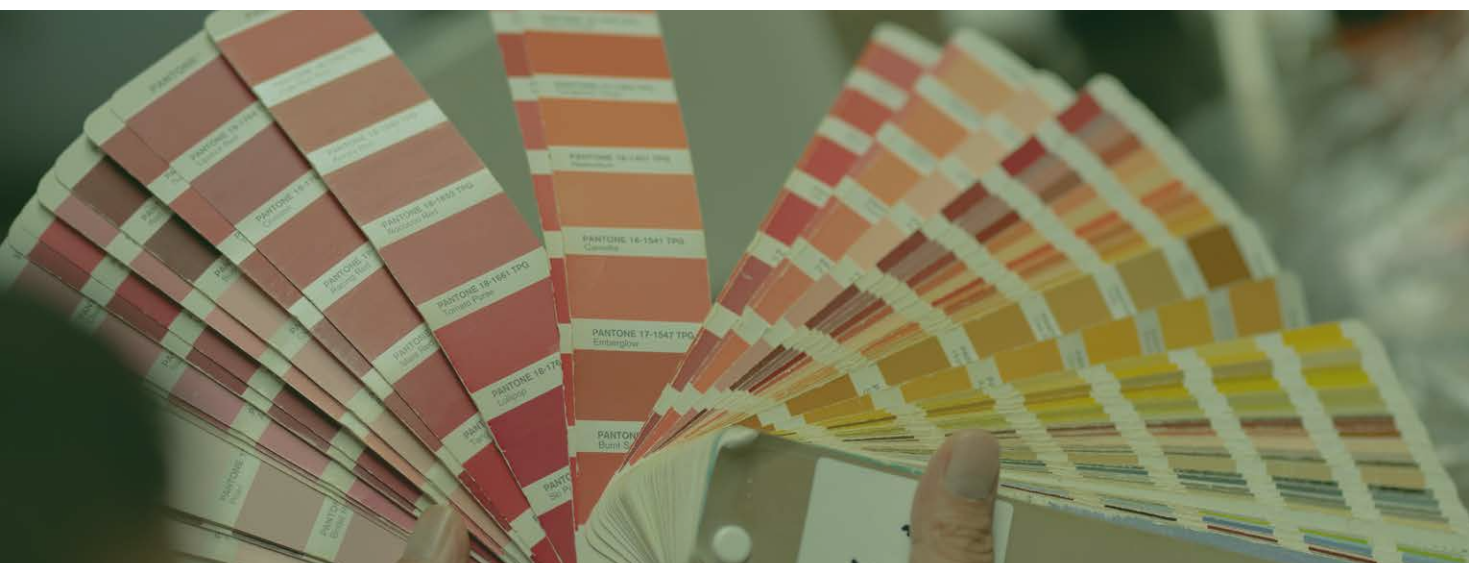
BY 2040

We aim to develop innovative solutions that will enable us to manufacture 100% of our products from sustainable materials.

As of 2023, in alignment with our customers' visions, we are preparing all our capsule collections using sustainable raw materials. As of 2024, all the materials we use in our collections are preferred from fibers that can be sustainably sourced during the production phase. We have updated our capsule collection targets, which we develop every year, in line with our goal of developing innovative solutions that will enable us to produce 100% of our products with sustainable raw materials in 2040.

The limited availability of innovative fibers and the fact that existing production capacities are largely reserved by apparel brands pose a significant challenge in shaping our sustainability goals. However, we are determined to overcome these obstacles through international collaboration projects led by our R&D center. We continue to work on innovative solutions that meet customer expectations while fully complying with circular economy models. We will continue to add value to the future by implementing these solutions in our collections that raise sustainability standards in the fashion industry.

By 2040, we are realizing our vision of producing all of our products with 100% sustainable materials step by step. To this end, we utilize the power of innovation and are on our way to becoming the pioneer of transformation in the industry. With our goal of developing innovative solutions, we not only reduce the environmental impact of our products by adopting a circular design approach, but also strengthen our fight against climate change. By integrating eco-friendly materials and production processes into each of our designs, we make sustainability not only a goal but also a constant principle.



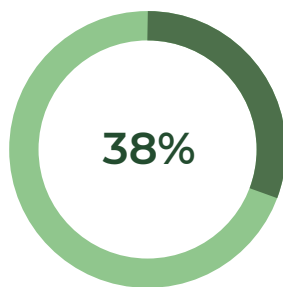
Digitalisation for Circularity

By digitalizing our design processes, we are significantly reducing the use of resources and the amount of waste. As of 2021, we started to present our designs developed for our customers whose infrastructure is compatible with us in the digital environment using three-dimensional pattern preparation software. In 2023, we increased the proportion of our designs presented in the digital environment by approximately 6 times compared to 2022, reaching 38%. However, in 2024, the rate of use of 3D pattern preparation technology decreased slightly due to the rapid development of artificial intelligence-based design programs and the start of integration studies into our processes.

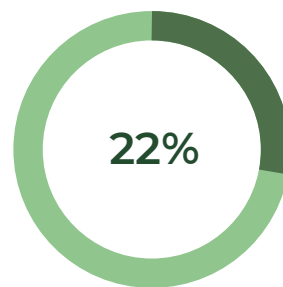
Although our use of 3D in our digital designs has dropped to 22% this year, this change is due to the rapid development of artificial intelligence technology and the expectation that it will be fully incorporated into our processes in the near future. AI-based design programs are currently under development and promise to make our design processes more efficient. Once the integration of this technology is complete, it will further speed up our design processes and increase our productivity.

However, we are still actively using 3D pattern making technology, especially by some of our customer groups, to reduce physical sample rates and save time. This use not only improves our operational efficiency, but also positively impacts our environmental impact.

We make our designs unique by creating a digital fabric library thanks to our surface scanner hardware that can digitise the fabric surfaces with all the details and features that an eye can perceive and our hardware that can digitise the physical properties of the fabric such as drape.



In 2023, we presented 38% of our designs using 3D pattern making software



In 2024, we presented 22% of our designs using 3D pattern making software

Digitalization in Design: Collaboration with Artificial Intelligence Assisted Design Platform

This platform transforms creative ideas into original designs in a short time. By combining keywords, inspiration images, technical drawings and patterns, we produce fast and distinctive fashion designs. We make quick decisions by visualizing our designs on the backgrounds and models we have determined. The platform adds value to us by analyzing global fashion trends and creating tailor-made collections.

Thanks to this collaboration, we received the “Most Effective Institution-Initiative Collaboration” award at the Entrepreneurial Institutions Platform Corporate Entrepreneurship Awards.

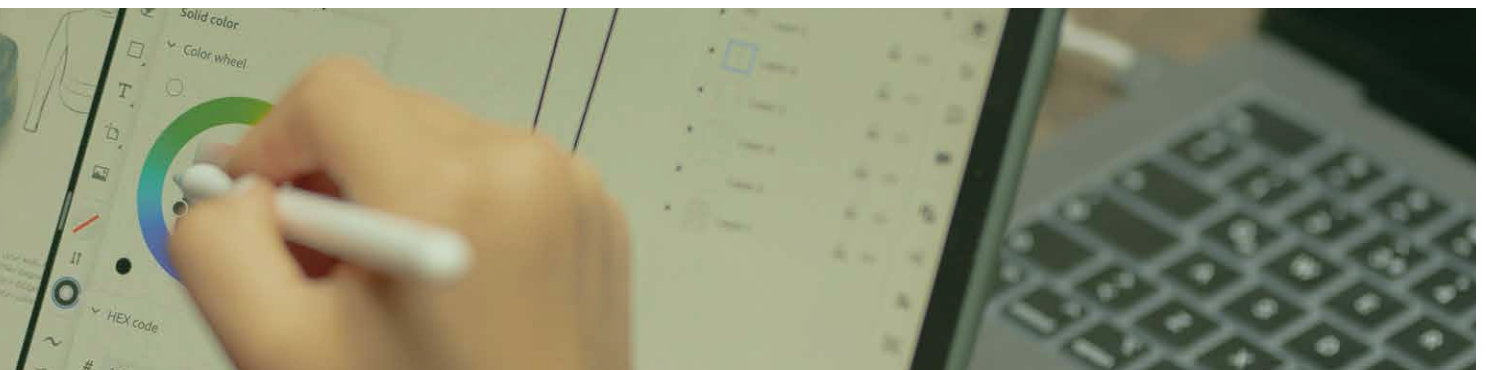
Platform Development and Collaboration

We collaborate with a startup under the mentorship of our innovation and design teams to create an AI-supported fashion design platform. With the know-how of our design teams, we determine the scope of the product and accelerate the development processes. We are working hard to adapt the platform to the needs of the fashion industry.

We conducted a 6-month PoC (Proof of Concept) process to test the usability of the platform. In this process, we strengthened the platform by analyzing different scenarios. At the end of the process, we became the first customer of the platform as Sun Tekstil Design Directorate and started using it.

Supporting Young Talents with Artificial Intelligence Supported Design Trainings

In line with our goals of sustainable growth and bringing talent to the sector, we are bringing the artificial intelligence-supported design platform together with young talents. Within the scope of our Sun Design Project young talent program, we trained 10 students from 4 different universities by defining users on the software. We realized and exhibited the collections developed by the students on this platform in our production facilities.



Gains in Sustainability and Efficiency

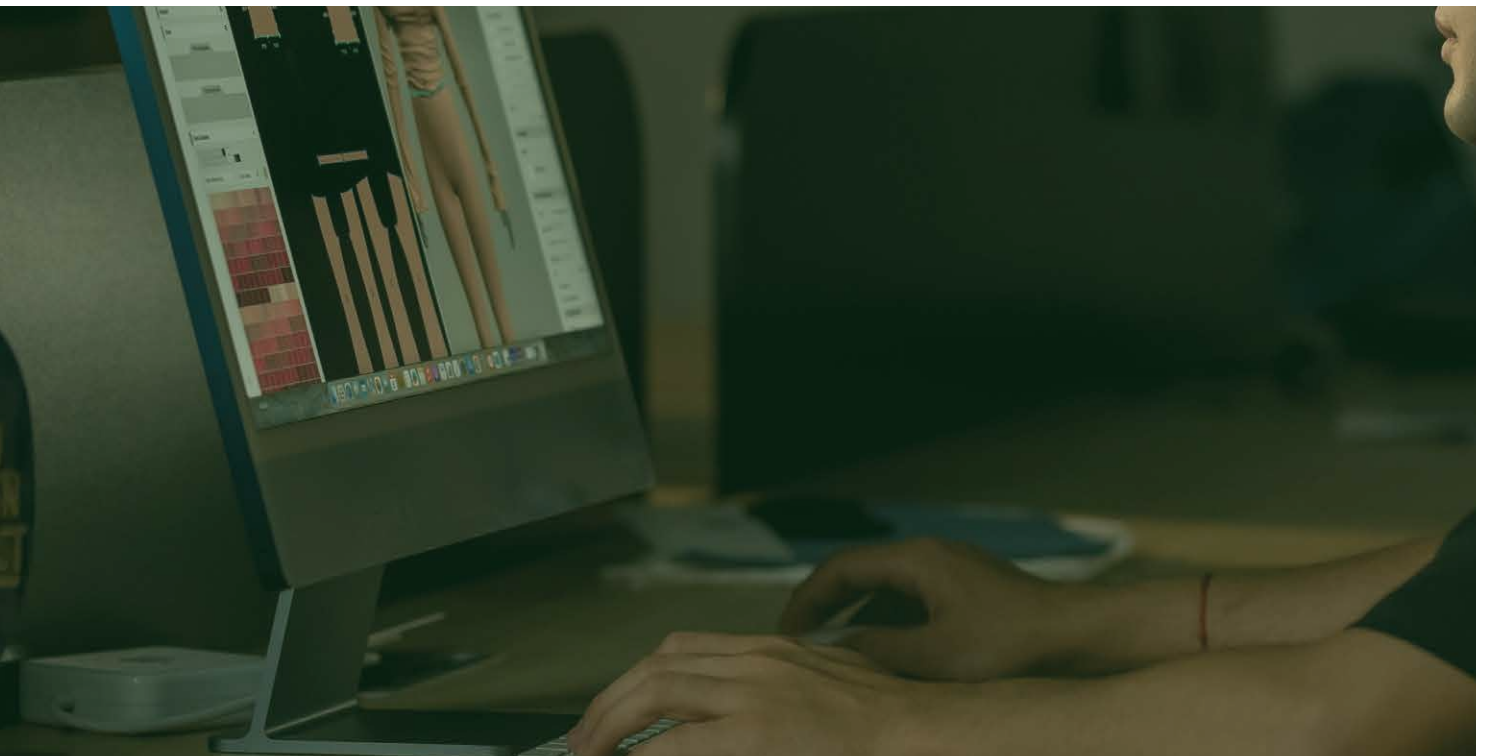
Thanks to AI-powered tools, we evaluate our designs before physical sample production and prepare samples of only production-ready models.

The platform's advanced algorithms visualize our designs as a finished garment on the platform or on human models, reducing the need for physical sample production. This process provides a cost advantage and plays a critical role in achieving our sustainability goals. By eliminating unpopular designs, we minimize resource consumption and reduce environmental impact.

Contribution to the Digital Transformation of the Fashion Industry

This collaboration sets an example in digital transformation for the fashion and textile industry. By using the platform as a designer's assistant, we push forward traditional processes in the industry. With our extensive know-how, we adapt the platform to different styles and needs.

This partnership enables us to modernize our business processes while providing solutions for the future needs of the textile industry. We are creating innovation in the industry and taking firm steps towards our goals.



For sustainable fabric R&D studies, we follow all current developments by participating in yarn and raw material fairs and holding meetings with many stakeholders. We organize “Mini Focus”, “What's New?” and “QLab” meetings, which are attended by our experts from our departments related to design and product development processes, in order to create new ideas and share fabric developments based on these ideas. We measure the results of the focus studies we realize with targets and KPIs with a focus on transforming them into collections.

We share the information we obtain as a result of our researches with our suppliers, and we carry out product development and R&D studies with our suppliers at every stage throughout our entire supply chain. We benefit from the power of our prestigious R&D Centre in our innovative fibre development working group. We share their technical information on innovative fibre, material and process development studies and new raw materials carried out in different parts of the world with all our departments and ensure that they are put into practice.

We are working on developing new business models to increase the recycling rate from textile to textile and to include fabric waste in the cycle by preserving its added value. In 2021, after creating a successful model with the industrial symbiosis project we launched, we aim to turn this business model into a guideline and share this good practice example with our own sector and all sectors with global networks. Within the scope of our project to increase the closed-loop recycling rate of fabric waste, initiated under the leadership of our Sustainability Department and Cutting Audit Department, we aim to effectively implement circular economy business models. In our project, the pilot implementation of which has been completed, we have digitised the processes of sorting all our fabric trimmings and forwarding them to licensed waste companies. In 2023, we succeeded in making the transformation processes of recycled wastes into new raw materials, one of the most important steps of the project, digitally traceable.

In 2024, we made data entries to be automatically pulled from our SAP screens, thus saving labor and eliminating the risk of errors in manual data entry. In 2025, we planned our work to develop report dashboards and develop screens where our licensed waste company partners can also make detailed entries.

In the current mechanical recycling processes of fabric wastes, wastes are collected mixed, transferred to licensed waste companies, and only 1% of them are transformed into textile-to-textile and 13% into products such as felt etc. at the end of inefficient processes. The remaining 70-80% of the waste is unfortunately incinerated for energy generation or sent to landfill facilities and we lose our resources of significant value. Within the scope of our project, fabric waste will be sorted at the source according to a matrix we have developed, and the sorting and subsequent production processes at licensed waste companies will be effectively managed by digitally monitoring. We are also conducting R&D studies with stakeholders from different sectors in order to use waste as more valuable raw materials in alternative sectors such as the composites sector. Thanks to the project, we aim to protect the added value of our resources.

Our Circular Economy Collaborations

In 2022, we participated in a comprehensive three-month programme on the WBCSD Circular Transition Indicators (CTI) digital tool and methodology, a support programme offered exclusively to TDEP members. As part of the programme, we contributed to our decarbonisation roadmap by analysing our circularity performance. As a result of our effective communication with the programme officers during the programme, we had the opportunity to join the CTI Fashion Initiative working group set up by the WBCSD. With the contributions of this working group, we were among the organisations that contributed to the CTI Fashion and Textile Sector Guide, which will be an effective resource for our industry.

You can access the CTI Fashion and Textile Sector Guide by clicking on the link. 

In 2024, we worked to develop a holistic circular economy assessment approach by sharing views on many other important criteria such as circular design, recycling potential, chemical management, restorative agriculture, social impact for just transition, etc. in workshop sessions held with the participation of many stakeholders within the scope of CTI Fashion Initiative under the leadership of WBCSD.

To support the use of our waste in value-added areas with industrial symbiosis, we are working with a start-up company on the use of textile waste from our construction business. Within the scope of the project led by our R&D center, we continued our R&D cooperation in 2024 with the Istanbul-based start-up, which processes textile waste, which is difficult to recycle, with mechanical methods and uses it as insulation material in buildings. The textile structure obtained from our industrial wastes was re-included in the production cycle and used in a new generation thermal insulation material.

In cooperation with our customers, who are among the world's leading brands, we have realized project and pilot production collaborations with many stakeholders offering mechanical, thermo-mechanical and innovative thermo-chemical recycling solutions. We aim to further develop and advance our goals in this area in the coming years.

Within the scope of the European Union funded Town-Twinning (Sister Cities) project between Uşak Municipality and Paimio Municipality of Finland, cooperation studies on circular economy practices in the textile sector were carried out. As Sun Tekstil, we participated in the technical visit processes representing ESIAD, one of the cooperation partners of the project, and contributed to the project to benefit the stakeholders as a sector expert.

We took part as a project expert in the Textile Workshop organized within the scope of the "Technical Assistance Project for the Development of the End of Waste Concept in Turkey", which is implemented by the Turkish Ministry of Environment, Urbanization and Climate Change and supported under the Environment and Climate Action Sector Operational Program under the European Union Instrument for Pre-Accession Assistance (IPA) II. At the workshop, we made a presentation on market impact analysis, which is one of the sub-headings of the impact analysis studies of the project. We also contributed to the reporting of impact analysis forms in round table studies with stakeholders.

Ekoten's Design Approach

Eco-Friendly Choices

With the aim of developing low-carbon products, we start our design journey with our eco-friendly raw material choices. We use traceable, sustainability-certified fibers.

We continue our responsible production processes by successfully completing our inspections for GOTS, GRS, OCS, RCS, and RWS certificates. In 2024, we are proud to have been awarded *Regenerate* certification, which aims to support the transition to regenerative farming methods and help the agricultural sector build a better future by advancing our practices.

Click on the link to access our current certificates through our website. 

With our eco-friendly choices, we design original fabrics. Every year, we achieve our goal of developing sustainable collections, and we establish collaborations with our stakeholders for this goal.

As a brand that believes in the power of design, we blend aesthetics, functionality and eco-friendly approaches in our collections. Every year, we design original and innovative fabrics with a focus on protecting nature and our planet. We present our fabric designs to fashion brands in two seasonal collections and six capsule collections annually. We constantly collaborate with our design team and stakeholders to achieve our goals of developing sustainable collections. While closely following the rising trends in the fashion world, we go beyond seasonal innovations and create timeless and long-lasting collections. We renew our collections every year by conducting seasonal trend and color analysis, create timeless product families and develop capsule collections such as Intimate and Loungewear. Each collection has high design standards in terms of both style and environmental sustainability.

Our design team of more than 30 experts also collaborates with professional designers to produce fabrics tailored to the needs of our customers and specially designed fabrics on order. We closely follow fashion trends and design an average of 300 different fabrics per month by examining the next year's fashionable colors, patterns and textures. With our new collection approach, in which we protect the environment by using our resources more effectively and prioritize circularity, we have reduced the number of fabrics in our collection compared to previous years. We have adopted the principle of developing fabrics that are more focused on our customers and respectful to nature. We design more than 60% of these fabrics using sustainable fibers and apply sustainable production processes.

In 2023, 83% of the fabrics in our collections were presented in accordance with the sustainable fabric certificate, while in 2024 this rate was 80%. Our design team of more than 20 experts collaborates with professional designers to develop fabrics tailored to the needs of our customers and to produce specially designed fabrics on order. Our team closely follows fashion trends and designs an average of 260 different fabrics per month by examining the next year's fashion colors, patterns and textures.

We collaborate with both fiber brands and global retail brands to support the process development of new sustainable fibers being developed for the first time. We set targets to include new fibers in our collections.

As Ekoten, we are aware that circularity is the key to the fashion industry's fight against climate change. We believe that the circularity of the fashion industry can be realized through timeless designs and sustainable material selection. In this direction, we care about the use of cellulosic raw materials obtained from secondary sources with low environmental impact.

Within the scope of the "Development of Sustainable Competitiveness in the Textile Sector Development of International Competitiveness Development Project" carried out by the Aegean Textile and Raw Materials Exporters' Association within the scope of the Development of International Competitiveness Development Project supported by the Republic of Turkey Ministry of Trade, we successfully completed the Life Cycle Assessment Analysis Consultancy and Energy Audit Consultancy studies.

In 2024, we participated in the Circular Textile Days event within the scope of the Netherlands Delegation visit and visited institutions that stand out with their good practices in the field of circular textiles in the Netherlands. The project, which was planned to be completed in May 2024, has been extended for 1 year and will continue with training, consultancy and fair participation activities until the end of 2025.

We successfully completed the four-module program organized by MEXT Technology Center in partnership with MESS Turkish Metal Industrialists' Union, Turkish Confederation of Employers' Associations (TISK) and Confederation of Danish Industry (Dansk Industri).

The program aims to improve the competencies of textile and garment companies in Turkey on EU Green Deal and green transformation practices. Participants received basic sustainability training, greenhouse gas emissions management, circular economy practices and trainings on EU as well as other important sustainability regulations. With software provided free of charge under the program, companies calculated their greenhouse gas emissions with the support of experts. In 2025, the green transformation of the textile and apparel industry will continue to be supported through newsletter sharing and workshops to increase the knowledge of participating companies.

Sustainable Digitalization in Design

Thanks to our digitalization practices, we implement business models based on circular economy at all stages of our production, starting from the design stage. In order to be a pioneer in innovative and sustainable textile solutions, increase efficiency and reduce waste in the fashion design process, we switched to three-dimensional design applications in the last quarter of 2021 and created Turkey's first digital fabric library. As of 2024, we have increased the number of registered fabrics in our library to significant levels. Thanks to our digital fabric library, we continue to reduce fabric waste, support making the right decisions faster, save time and resources, and reduce our carbon footprint by increasing efficiency.

We can also create sample variations by presenting our collection fabrics, which we publish in our digital fabric library, to our customers in digital environment with all their stories. In this way, we reduce the number of physical samples and increase our resource utilization efficiency. We reached our goal by increasing the number of 1000 fabrics registered in our digital fabric library in 2023 by 100% in 2024.

For the future of our world and life, we prioritize protecting biodiversity in all our raw material choices. As a member of the Good Cotton Practices Association, which has the vision of a Turkey where cotton production is environmentally, economically and socially sustainable, we support the association's production efforts within the framework of the Better Cotton Standard in Turkey.

The Better Cotton Standard includes criteria detailed within the framework of six main principles such as water conservation, soil health, pesticide and integrated pest management, protection of biodiversity, fiber quality and decent working conditions, which are the most basic principles of sustainable agricultural production. In the studies carried out within this framework, Better Cotton production was realized in 2024 on a total of 51,671 hectares, equivalent to 118 tons of fiber cotton. We also play a role in meeting the demand and need for sustainable cotton as a Better Cotton supplier. Until 2027, we aim to present our action plans on protecting biodiversity to all our stakeholders.

Under the leadership of our R&D Center, we work on issues that will create disruptive innovation in the field of new fiber and production technologies, and take part in consortium projects involving many companies, academic institutions, start-ups and R&D centers. We aim to reduce fabric waste at the source, which has significant environmental impacts for our world, and to develop innovative methods and technologies that will effectively recycle the resulting waste, especially with our work in the field of circular economy.



ENVIRONMENTAL SUSTAINABILITY



Our Environmental Sustainability Approach

As Sun Tekstil, we monitor our processes starting from the design stage of our products, throughout the production and product life cycle in order to keep our environmental impact under control. We are taking the most effective steps both to prevent pollution through waste reduction and to protect natural resources in the process of harmonization with the European Green Deal. We always consider developing effective strategies and action plans in line with the fight against the climate crisis, which is our priority and aim to be among the organizations that advocate this issue in the business world.

Within the framework of our environmental policy, we follow processes in accordance with national and international laws and customer criteria. We develop projects and practices and take steps to improve our environmental performance in the areas of climate change, water, waste and biodiversity.

We identify environmental risks early and proactively take preventive actions, while complying with relevant laws and other legal regulations on the environment and disclosing them to the public. In 2024, there were no nonconformities, fines and sanctions within the scope of the relevant Environmental Law and related Regulations due to our company's activities.



Sun Tekstil Environmental Sustainability Approach

In our processes carried out in line with our environmental policies, we carry out environmentally friendly activities throughout our entire supply chain. Being aware of our responsibility while managing a large supply chain in all regions of Türkiye, we closely inspect and continuously improve the environmental aspects of our supply chain activities. In this respect, we evaluate our partners using monthly environmental performance scorecards prepared in line with our criteria based on international standards and provide support at the mentoring/consultancy level to improve their performance.

Click on the link to access our Environmental Policy 

As you can see in our roadmap (see page 131), we have grouped our commitments until 2040 for our Sun Tekstil facilities and for our supply chain stakeholders.

Sun Tekstil Environmental Sustainability Roadmap

	SUN TEKSTİL FACILITIES	SUPPLY CHAIN
2023	<ul style="list-style-type: none"> • HIGG FEM validation every year starting in 2023 • Obtaining and maintaining ISO 14001 certification in 2023 • ISO 14064 data set creation • I-REC for electricity consumption • Biomass for steam consumption 	<ul style="list-style-type: none"> • -HIGG FEM validation for 36% of the supply chain • ISO 14001 compliance • ISO 14064 data set creation • 35% of the supply chain using I-REC or renewable energy • Biomass for steam and heating • 100% ZDHC MRSL/RSL compliance
2024	<ul style="list-style-type: none"> • ISO 14064 data set creation and calculation • ISO 50001-Energy Management System data set creation • Carbon Disclosure Project (CDP) compliance • ISO 14046 - Water Footprint dataset creation 	<ul style="list-style-type: none"> • HIGG FEM alignment • ISO 14001 compliance • ISO 14064 data set creation and calculation • Create a dataset for freshwater consumption • 45% of the supply chain using I-REC or renewable energy • 100% ZDHC MRSL/RSL compliance
2025	<ul style="list-style-type: none"> • ISO 14064 - GHG accounting and verification • ISO 50001 - Energy Management System certificate • Carbon Disclosure Project (CDP) reporting • Life Cycle Assessment Mechanism pilot implementation • ISO 14046 - Water Footprint data collection and reporting 	<ul style="list-style-type: none"> • HIGG FEM alignment • ISO 14064 alignment • Mitigation efforts for absolute total freshwater consumption • 50% of the supply chain using I-REC or renewable energy • 100% ZDHC MRSL/RSL compliance
2030	<ul style="list-style-type: none"> • Reduce total greenhouse gas emissions by 60% (Base year 2025) • 70% use of renewable energy 	<ul style="list-style-type: none"> • Reduce total greenhouse gas emissions by 60% (Base year 2025) • Mitigation efforts for absolute total freshwater consumption • 70% use of renewable energy
2040	<ul style="list-style-type: none"> • Net zero emission • 100% use of renewable energy 	<ul style="list-style-type: none"> • Net zero emission • Reducing absolute total freshwater use by 60% • 100% use of renewable energy

We continue to maintain the continuity of our ISO 14001 Environmental Management System certificate in line with our roadmap and goals. In this direction, we renewed our ISO 14001 Environmental Management System certificate covering our Sun Tekstil Torbalı headquarter factory and offices. In 2024, as in 2023, we provided interactive waste separation training to our employees.

Click the link to access our ISO 14001 Certificate. 

In order to raise awareness in our supply chain, in 2024, we organized a total of 9 hours of training for 179 suppliers in 7 different topics. These topics are;

- Monitoring Water Resources
- Waste Management
- Types of Environmental Pollution
- Chemical Substance Management
- Water and Wastewater Management
- Consumption and Monitoring of Natural Resources
- HIGG FEM Recording and Module Usage

We continue to structure the infrastructure of ISO 14001 Environmental Management System studies in our supply chain with our Environmental Performance Scorecards.

We continue to work on harmonization in our supply chain with the 2024 update of the Wordly - Higg FEM platform, where we evaluate and report our environmental efforts. We provide mentoring on the work to be done under a total of 7 topics in Higg FEM. These headings are;

- Environmental Management System
- Energy
- Su
- Waste water
- Air Emissions
- Waste
- Chemical

We continued our successful environmental management performance in our Higg Facility Environmental Management (FEM) environmental index verification processes and completed our independent organization audits for Sun Tekstil with successful scores. Within the scope of our goals to ensure Higg FEM compliance in our supply chain, we increased the ratio of suppliers registered on the Higg FEM Platform from 53% in 2023 to 67% in 2024.

We digitized our greenhouse gas emission collection and calculation processes, which we had been performing manually within the framework of the ISO 14064 Standard, with our “Microsoft Sustainability Manager Supplier Portal” project, developed in cooperation with NTT Data Turkey and Microsoft and completed in 2023.

Thanks to Sustainability Manager and the supplier portal, we can monitor the data of our suppliers in addition to our own data in the digital environment. As Sun Tekstil, we can perform the calculations and reports we want to make in all categories through Sustainability Manager. In 2023, we completed our pilot studies with 6 suppliers. Based on the outputs of these studies, we carried out the necessary trainings on data collection, analysis and reporting, especially for our suppliers in 2024 and completed the adaptation process. We aim to realize the data collection through the Microsoft Sustainability Manager Supplier Portal, which we planned for 2024, in 2025.

In 2024, we started to prepare the infrastructure for our energy efficiency efforts with the installation of ISO 50001 Energy Management Systems Standard. We aim to have our greenhouse gas emissions, which we will calculate with our 2025 data, verified by independent organizations in 2026 and publish a Carbon Disclosure Project (CDP) Climate Change Report. We reduced Sun Tekstil Scope 1 emissions by 41% by providing approximately 73% of Sun Tekstil steam generation and general heating needs from biomass energy sources. In 2024, we balanced our electrical energy consumption from the grid in Sun Tekstil production facilities and administrative offices with I-REC certified 100% renewable energy sources. We are committed to balancing our electrical energy consumption with clean energy sources by 2027.

We were entitled to receive the Oeko-Tex standard 100 certificate as of 2023 to certify the efficient use of resources and materials, environmentally friendly production technologies and a transparent supply chain management by taking responsible chemical management at the center of our production processes and supply chain. We successfully completed our audit in 2024 and renewed our Oeko-Tex standard 100 certificate.

Click the link to access our Oekotex Standard 100 certificate. 



Ekoten Environmental Sustainability Approach

As Ekoten, we continue our efforts to minimize our environmental impact. We carry out our environmental sustainability activities in our production processes under 5 headings: greenhouse gas emissions, energy management, water management, chemical management and zero waste management.

Greenhouse Gas Emission Management

Being among the leading companies in the field of combating climate crisis, we started measuring and verifying our greenhouse gas emissions in accordance with ISO 14064 Standard in 2012 to contribute to sustainable transformation in our industry and business world. With the determination and ownership of our senior management, we have established our effective governance mechanism on climate change in the first step of our journey. In order to develop this mechanism at the international level and to measure and improve its performance, we started our reporting as part of the Carbon Disclosure Project (CDP) Climate Change Program in 2012. In this respect, we have dramatically reduced our greenhouse gas emissions compared to 2012, our baseline.

Click the link to access our ISO 14064 Certificate. 

Greenhouse Gas Emission			Total	Greenhouse Gas Emission			Per Unit Product
2012	25.490 tons of CO ₂ e		57%	2012	3,30 tons CO ₂ e/tons of		57%
2024	10.887 tons of CO ₂ e		Reduction	2024	1,43 tons CO ₂ e/tons of		Reduction

*Method: Our Scope 1 and 2 emissions have been calculated in accordance with the GHG Protocol and the relevant emission values have been verified in accordance with ISO 14064 standard.

In 2024, we continued the emission calculations we have been making since 2012 and realized our CDP Climate Change reporting.

We realized our reporting for 2024 within the scope of the “CDP Supplier Engagement Rating (SER)”, which evaluates our ability to cooperate with the supply chain in combating climate change, where we have been on the CDP SER Global Leaders List for three consecutive years. 2024 evaluation process is ongoing.

In addition, in the same year, we received an “A/Leadership” score within the scope of the “CDP Supplier Engagement Rating (SER)”, which evaluates a company's ability to cooperate with its supply chain in combating climate change, and we were included in the CDP SER Global Leaders List for three consecutive years!

We launched our Sustainable Supply Chain Meetings events in the second half of 2021 with a focus on compliance with the European Green Deal, and we met in trainings where we included practical examples, especially on greenhouse gas emissions management and reporting. In 2023, we continued our program with the “Water and Energy Management” session in line with the areas where we identified the need for development, and in 2024, we organized the best practice examples sessions of this module.

In 2024, we implemented our Supplier Evaluation Scorecards, an important milestone, by extending it to our suppliers. In line with the data we obtained, we prepared development plans for 2025 for the specific areas that our suppliers need.



We achieved an improvement in our greenhouse gas emissions, especially thanks to our SPP investment in 2018, our productivity-enhancing projects in which our employees participate with their valuable suggestions, and strategic transformation investments determined by our senior management.

	2022	2023	2024
Total Scope 1 and 2 (tonnes CO2e)	14.148	11.446	10.852
Ekoten's Total Production (tons)	8.307	7.565	7.611
Specific Consumption (tons of CO2e/tons of fabric)	1,7	1,5	1,4
Change compared to the previous year	-%6	-%11	-%6
Scope 3 Emissions from Value Chain	49.966	53.870	65.097

*Method: Our Scope 1, 2 and 3 emissions are calculated in accordance with the GHG Protocol and the related emission values are verified in accordance with the ISO 14064 standard.

In 2022, with the support of our senior management, we were among the few textile companies in Turkey to commit to setting science-based targets on the Science Based Targets Initiative (SBTi) platform. We are proud to share that our near-term science-based greenhouse gas emission reduction targets were approved by SBTi in August 2024. By completing this important milestone, we are happy to be the 4th company in Turkey to have its science-based targets approved in the Textile, Apparel, Footwear and Luxury Goods sector and the 42nd company to have its targets approved across all sectors.

You can access our **Approval Letter** issued by SBTi on our website by clicking on the link. [👉](#)

You can access our **Ekoten commitment information** on the SBTi website by clicking on the link. [👉](#)

By the end of 2026, we aim to announce our roadmap for transition to a low carbon economy and establish a governance mechanism to assess and monitor the impact of our value chain on biodiversity.



Energy Management

We carry out all our energy management activities within the framework of ISO 50001 Energy Management System. In 2024, we completed our mandatory energy audit process and renewed our ISO 50001 certificate by obtaining successful results at the end of our audits conducted by independent organizations. In 2023, we started using biomass, a more sustainable resource that causes less greenhouse gas emissions compared to fossil fuels, for energy generation. Thanks to this important step we took within the scope of energy management, we realized 82% of our steam production with biomass resources in 2024 and achieved a 75% tCO₂e greenhouse gas emission reduction in steam production compared to natural gas. Thus, we took our fight against climate change one step further by reducing our Scope 1 emissions by 26% compared to our scenario using natural gas.

Renewable Energy Generation by the Solar Power Plant

With the investments we have made in line with the capacity increase in 2018, according to our consumption data for 2023, we almost meet 40% of the annual electricity needs of our knitting factory constructed in Torbalı (İzmir) by the 1.200 kWh solar power plant in our facility. Our SPP system has been generating almost 1.200.000 kWh of electricity annually since 2019. Thus, we reduced our annual greenhouse gas emissions by about 690 tons of CO₂e.

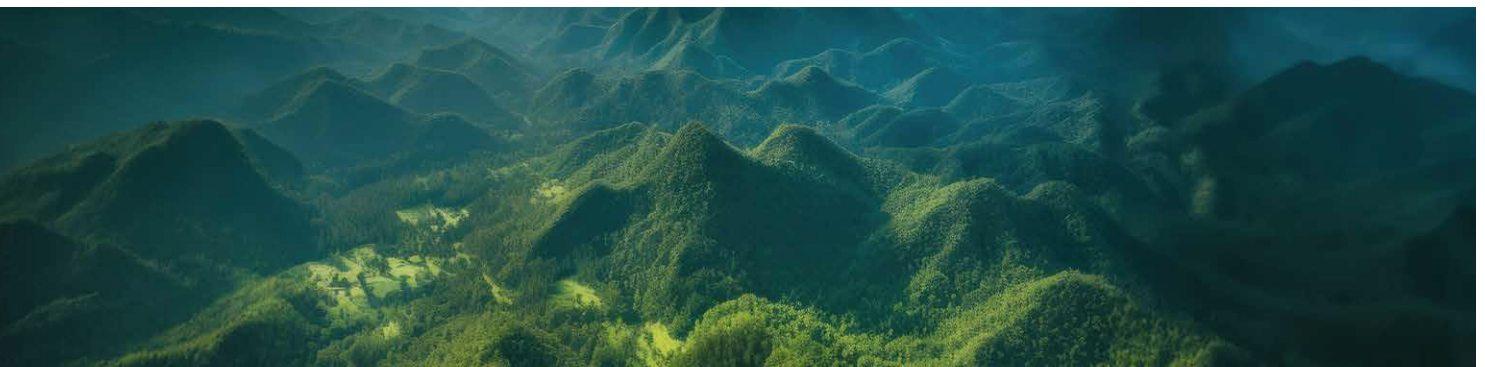
Use of Renewable Energy

We balanced our mains electricity consumption in 2020 and 2024 by using 100% renewable energy sources with an I-REC certificate.

You can access our certificates by clicking on the link. [👉](#)

In this way, we have zeroed our indirect greenhouse gas emissions from imported energy sources in accordance with the ISO 14064-3:2019 Standard.

As Ekoten, we are committed to offset all our grid electricity use with I-REC certification by 2030.



Water Management

We are aware of the impact of the textile industry on global clean water resources and have been working for many years to achieve a radical transformation through our disruptive innovation efforts.

We continue our research and investment activities for equipment that offers the latest technology and innovative solutions that increase water efficiency. In line with our research, in 2024 we completed the installation of new generation jet dyeing machines developed by a global machinery manufacturer. Thanks to these new generation machines, we have achieved significant water savings compared to traditional systems, while reducing our energy consumption at certain rates. In 2025, we plan to continue our investments in this technology.

In addition, under the leadership of our relevant units, we continue our research on technologies that enable waterless dyeing and washing with low water consumption. Under the leadership of our Operational Excellence team, we continue to optimize and continuously improve our water use by leveraging the power of big data and our state-of-the-art production infrastructure with a highly automated system.

We Started Water Recovery with Our Treatment Plant with Innovative Technology!

Within the scope of feasibility studies carried out in 2023, we activated our system for 45 days at certain capacities in line with the data we obtained from our field applications, and recovered a total of 48,366 m³ of water and used it in our fabric dyeing operations. In this process, we managed to provide 65% of the daily water requirement of our dye house from the recovered water.

We continue our efforts with determination, aiming to increase our wastewater recovery rate to over 90% by the end of 2025. We focus on system optimization to use the recovered water in our dyeing processes in accordance with our target quality criteria. With the successful completion of the project, we aim to achieve our zero wastewater discharge target and prevent the discharge of pollutants such as alkalinity, COD, BOD, suspended solids, nitrogen and oil-grease into nature.



We Completed Our ISO 14046 Water Footprint Standard Verification!

In 2024, we had our water footprint data for the years 2022 and 2023 verified by an independent organization as part of our ISO 14046 reporting, which we carried out for the first time. With our strengthened governance mechanism and reports, we aim to closely follow the developments in international water management standards, implement the best practices and be a pioneer in our sector.

Click on the link to access our ISO 14046 certificate. 

As of 2024, we started to monitor and report our water management data in the categories specified in the table below within the scope of the ISO 14046 standard. We observe that our water consumption follows a parallel course as long as the dynamics such as fashion trends, product diversity and process stages (pre-washing, etc.) remain largely constant in our production processes. In 2024, as our production increased by 1% compared to 2023, the amount of water consumed in production also increased by 1%.

Kaynak	2022	2023	2024
Water Withdrawal (m3)	552.123	598.719	659.010
Water Consumption (m3)	509.267	538.479	544.263
Water Discharged (m3)	490.913	492.959	524.978
Water Recovered (m3)	-	30.430	57.404
Fabric Production (kg/year)	8.306.942	7.565.433	7.610.517
Pollution Load			
Chemical Oxygen Demand (COD) (kg/year)	106.365	87.166	77.550

*Method: Ekoten Dyeing Plant data reported and verified in accordance with ISO 14046 standard.

We Started CDP Water Security Program Reporting!

In 2012, we started reporting on the CDP Climate Change Program and we continue our efforts to carry our climate change management and reporting processes to a more holistic level without slowing down. In this context, we realized CDP Water Security reporting for the first time in the 2024 CDP period. In line with the guidance provided by CDP, we aim to implement the most up-to-date global best practices in our governance and reporting processes. With our water management approaches, investments in machinery with the latest technology, operational excellence practices and efforts to increase employee participation, we aim to be among the best practices in the sector and we continue our reporting with this motivation.

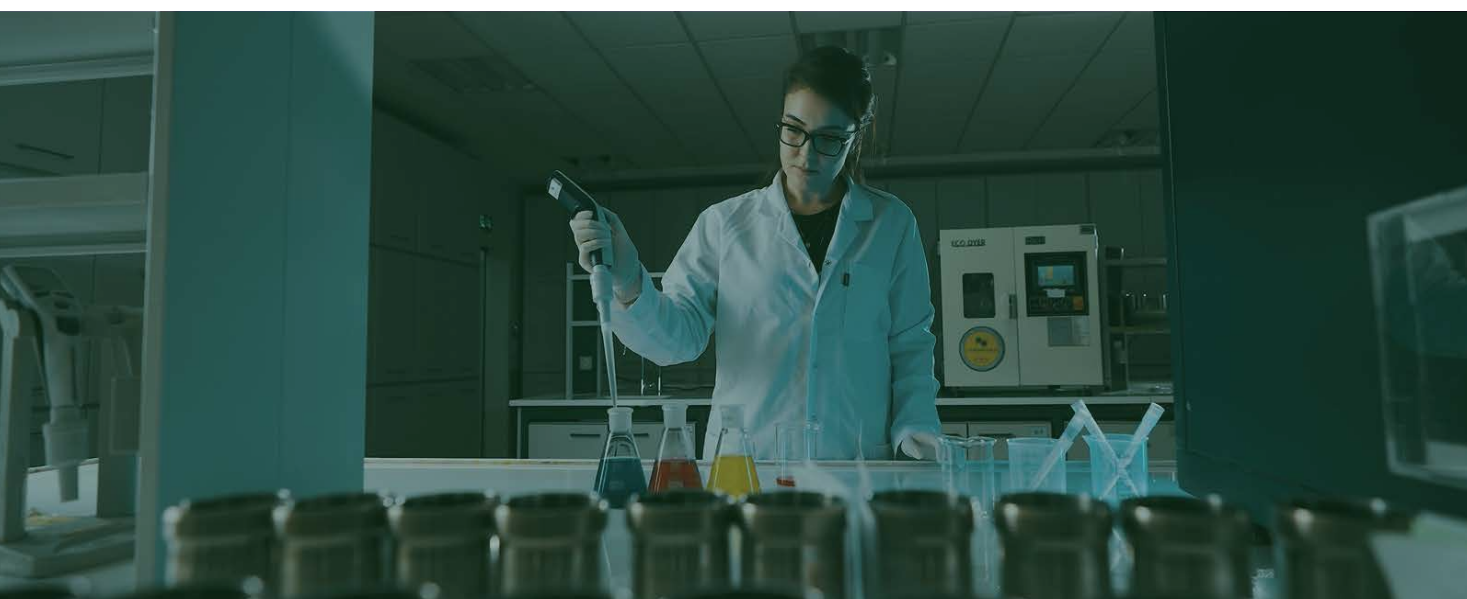
Chemical Management

In line with our Zero Discharge of Hazardous Chemicals (ZDHC) target, we prioritize the procurement of only chemicals with the lowest environmental impact and classified as Level 3 on the ZDHC Gateway platform. In order to ensure the traceability and transparency of our chemical inventory, we upload our current consumption data to the CleanChain platform and regularly present our InCheck reports generated through the ZDHC Gateway to our stakeholders.

In 2024, we proved that 100% of all our dyestuffs and chemicals met Level 3 standards with our InCheck reports published on the ZDHC Gateway platform. In addition, we received Level 1 certification within the scope of the Supplier to Zero program in 2024 and presented this achievement to our stakeholders through the ZDHC Gateway platform. In the event that risky chemicals are identified, we meticulously manage the process of replacing these chemicals with safer and environmentally friendly alternatives. We implement standard procedures to ensure that all our chemicals are properly labeled, stored and transported under appropriate conditions.

To ensure that our employees work safely with chemicals, we encourage the use of personal protective equipment (PPE) and raise their awareness through regular trainings.

We implement safe disposal and recycling processes to prevent chemical waste from harming the environment. We conduct regular training programs to raise awareness of our employees on chemical safety, risk management and sustainable chemical use. With these trainings, we aim to continuously increase the level of awareness on occupational safety and environmental protection.



To ensure that our products are produced in a way that is sensitive to human health and the environment, we produce fabrics with OEKO-TEX® Standard 100 certification. This certification guarantees that our products do not contain chemicals that are harmful to health for textiles in direct contact with the skin. It also certifies that our production processes are environmentally friendly and sustainable, demonstrating our commitment to continuous monitoring and improvement of our environmental impact.

All chemicals used in our production processes are rigorously tested in accordance with OEKO-TEX® standards. The safety of chemical ingredients is verified by toxicological analysis, ensuring that only substances that do not harm human health are used. These tests are a demonstration of our strong commitment to minimizing the environmental and health impacts of our products.

In line with our lean management approach, we raise the awareness of our teams by identifying chemical management themed focus topics in our asakai meetings. We encourage our colleagues to make suggestions on chemical management and develop Kaizen projects. In this context, suggestions and projects in the field of chemical management are rewarded with twice the points compared to the standard scoring system.



Zero Waste Management

With our circular economy practices that we started in the design stage, we provide resource efficiency throughout the product life cycle. Moreover, we aim to preserve the values for as long as possible by re-introducing the products that have come to the end of their use in the processes we are responsible for. With our Zero Waste Management System established accordingly, we received our basic Zero Waste Certificate approved by the Provincial Directorate of Environment and Urbanization in 2021.

You can access our certificate by clicking on the link. [👉](#)

We moved our waste sorting training and exams to our Sun Academy digital platform and survey application with the content we developed in 2022. Thus, we started to practically analyze, measure and evaluate and create archives in a shorter time through our digital platforms that all our employees can easily access.

Waste Separation Steps for a Sustainable Future Training



In 2024, we prepared waste separation video training including the types of waste generated in our facility and waste separation points in our facility. Thus, we aimed to ensure that our employees visually memorize them with the video training format.

In 2023, we started the Sustainable Information video series, which raises environmental awareness by covering topics such as the protection of natural resources, waste separation and emission sources every month. We publish these educational and informative videos in common areas such as the cafeteria and make them available to all our employees.

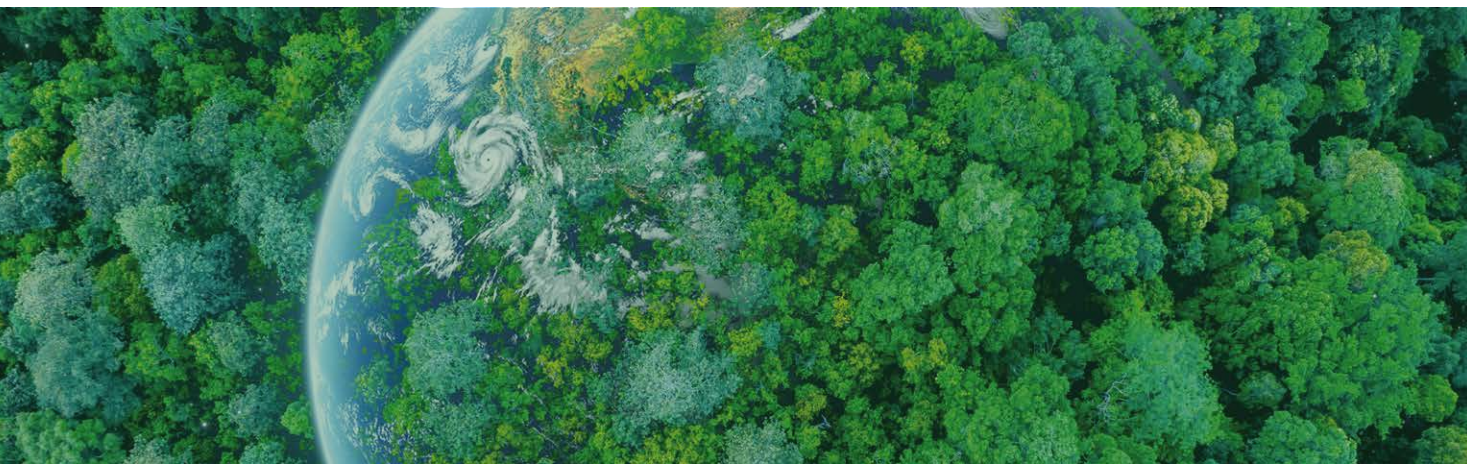
We Care About Our Resources!

Thanks to the technical studies of our Environmental Management and the investments made with the support of our Senior Management in 2021, we started to send all of our treatment sludge wastes that had been sent to the sanitary landfill facility before to the refuse-derived fuel plants for use by the energy recovery method. Thus, we ensure the recycling of non-recyclable wastes to fuel and contribute to reducing the consumption of fossil resources. Thanks to the fact that we stopped using coal as of 2021, we also prevented generating high amounts of ash waste. As our primary target, we constantly monitor and improve our waste management data in our production facilities where we carry out the production processes of Sun Tekstil's facility in Torbalı and Ekoten's facility.

Waste Data of Our Facilities

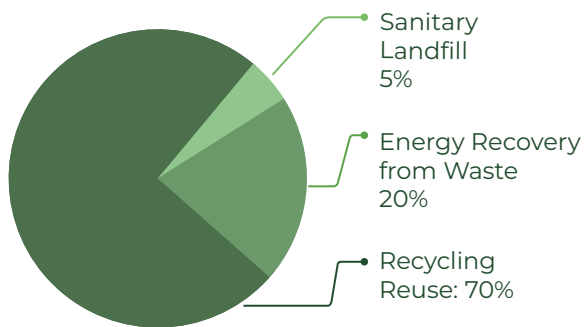
Waste (tons)/Year	2022	2023	2024
Paper and Carton	443	430	404
Plastic (Packaging)	19	19	14
Plastic (Nylon)	136	158	156
Metal (Packaging)	1,6	1,7	2,6
Glass (Packaging)	2,9	4,3	2,7
Domestic	184	192	183

*Method: Within the scope of Zero Waste Management hierarchy, quantities were reported from weighbridge records.



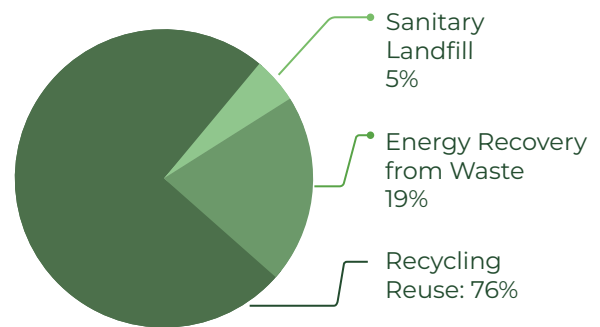
Hierarchy Breakdown of Our Waste Management

2023 Waste Hierarchy Total
Amount of Waste: 5.711 tons



Breakdown of Waste Sent to the Sanitary Landfill Facility in 2023
Total Amount: 286 tons

2024 Waste Hierarchy Total
Amount of Waste: 5.740 tons



Breakdown of Waste Sent to the Sanitary Landfill Facility in 2024
Total Amount: 276 tons



Integrated Management and Sustainability Inspections

In 2002, we established ISO 9001 Quality Management System, based on international standards, in order to ensure the continuity, integrity, and systematic conduct of our environmental sustainability activities in the fields of greenhouse gas emissions, energy management, water management, chemical management, and zero waste management. We constantly improve the performance of our environmental sustainability activities by going through inspections carried out by specialized independent organizations and internationally valid certification processes. We continue to successfully pass audits by updating all our ISO certificates.

You can access our current certificates by clicking on the images below.



We continuously improve our governance mechanism within the scope of our integrated management systems and conduct internal audits at regular intervals with our certified internal auditors who are experts in their fields. We provide guidance to our colleagues who own the processes to improve the areas they are responsible for with a management system approach.

We improve our holistic sustainability perspective and practices every year thanks to the contributions of experts who carry out our inspections on behalf of independent inspection organizations and have the experience of inspecting several textile companies and companies from various industries.

Thanks to our integrated management experience, we are among the companies that are always considered successful and have good practices due to our performances in the inspections carried out by our customers and by independent inspection organizations on behalf of our customers in line with their criteria. In our production processes, we aim to measure our environmental sustainability performance objectively in accordance with the international common metrics. Therefore, we continue the Higg FEM validations that we started in 2019 every year.



DIGITALIZATION AND INNOVATIVE TECHNOLOGIES

10

Our Digital Transformation Strategy

We carry out our digitalization and sustainable technologies management under the leadership of our Software Development and System Department and Technical Support Department, which serve all companies in our group, as well as our Business Analysis Department and Operational Excellence Department, which are organized in line with the needs of our companies.

Software Development Department

As of 2022, we have added Robotics Process Automation (RPA) Project Developments to our software development strategies, which we manage under three headings in order to manage our digital transformation processes in the most effective way in the areas we need.

1- Developing the SAP software: We are developing SAP S4/HANA software in-house with our ABAP and FIORI software developers and Adobe LiveCycle Designer teammates.

2- Developing software except for the SAP platform: In this direction, we have completed the installation of a software development and management portal. We develop and manage all our non-SAP software through this portal. In addition, we look for the prerequisite that the software we procure from third-party service providers that we manage must be open source. We prepare the ground for detailed analyses by providing integration with SAP on the Non-SAP platform, which we have developed with our own software team. We make improvements that reduce costs and increase production efficiency.

3- Low Code Development Platforms: Low code platform enables rapid application development with visual modelling and drag and drop structure, unlike traditional programming. With low code platforms, it is possible to develop applications without writing code or by people with competence in different fields. Thus, our experts who own the relevant production processes and need software solutions develop their own software more effectively. We also increase employment for qualified labour force in the field of information technologies.

4- Development of Robotics Process Automation (RPA) Projects: We develop RPA solutions specific to our departments together with our software team and infrastructure provider stakeholders in order to make repetitive non-value-added processes efficient.

System and Technical Support Department

The System and Technical Support Department, one of the cornerstones of our digital transformation strategy, is responsible for ensuring the sustainability of our company's system, network and hardware infrastructure. We continuously develop server management, network security and data storage solutions to create a secure, uninterrupted and high-performance IT infrastructure. At the same time, we optimize technical support processes to improve user experience and update our backup and risk management systems to ensure business continuity. In line with our sustainable technology management approach, we aim to minimize our carbon footprint while increasing operational efficiency with energy efficient hardware and cloud-based solutions.

Business Analysis Department

They prepare core business development documents by analysing business processes in detail. As a result, they contribute to the conceptual design that forms the first basis of the software and technology to be developed. The department creates a connection between the user and developer teams by organising the team that will develop the software.

Operational Excellence Department

They work in partnership with all units such as sales, machine energy and production units to ensure that the business or technology is developed, analysed and reported.



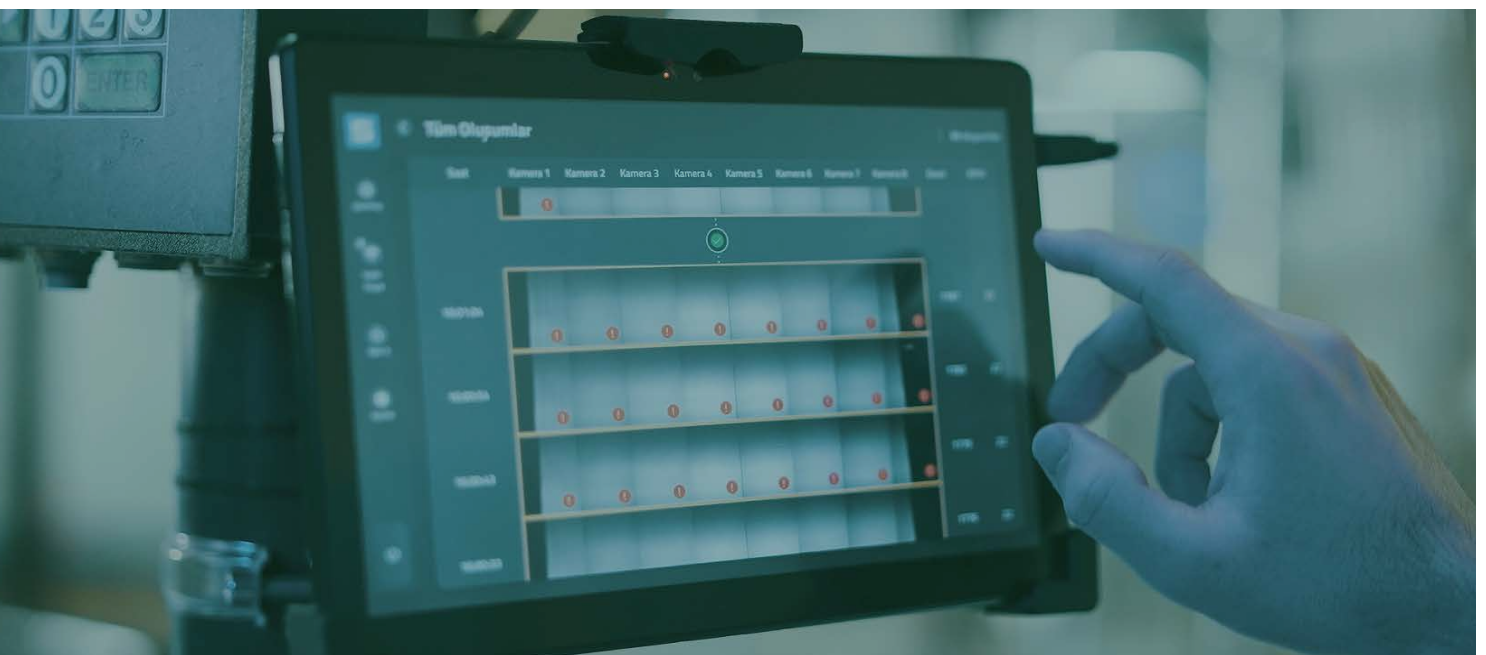
Software Development Activities

In 2024, in line with our software development strategies, we have completed the steps to minimise physical labour and the work to facilitate decision-making and improvement to increase efficiency. We continue to make improvement with the aim of making the corporate memory sustainable.

We have accelerated our software development processes with the support of ABAP experts in our software team, as well as consultant company experts and independent experts from outside the company in order to perform SAP S4/HANA System developments, custom screen designs and report developments.

We can use the KUIKA programme as a design archive and search engine. In addition, our field teams can also use this Non-SAP programme in work order management processes. We can develop report and simulation tools with the POWER BI programme, and we can instantly access the digital products required by the management. We started to use FLUTTER / DART software development tools for our web and mobile application developments.

With the use of RPA in our repetitive business processes, we aim to use human resources more effectively and reduce systemic data entry errors. In this context, we reviewed our processes that we can apply RPA in 2024 and increased the number of RPA projects by adding 2 more projects. With the RPA projects carried out in the sample fabric purchasing process and labor invoice entry process, we ensured that data entries to the platform are performed by RPA in stages that require multiple platform management.

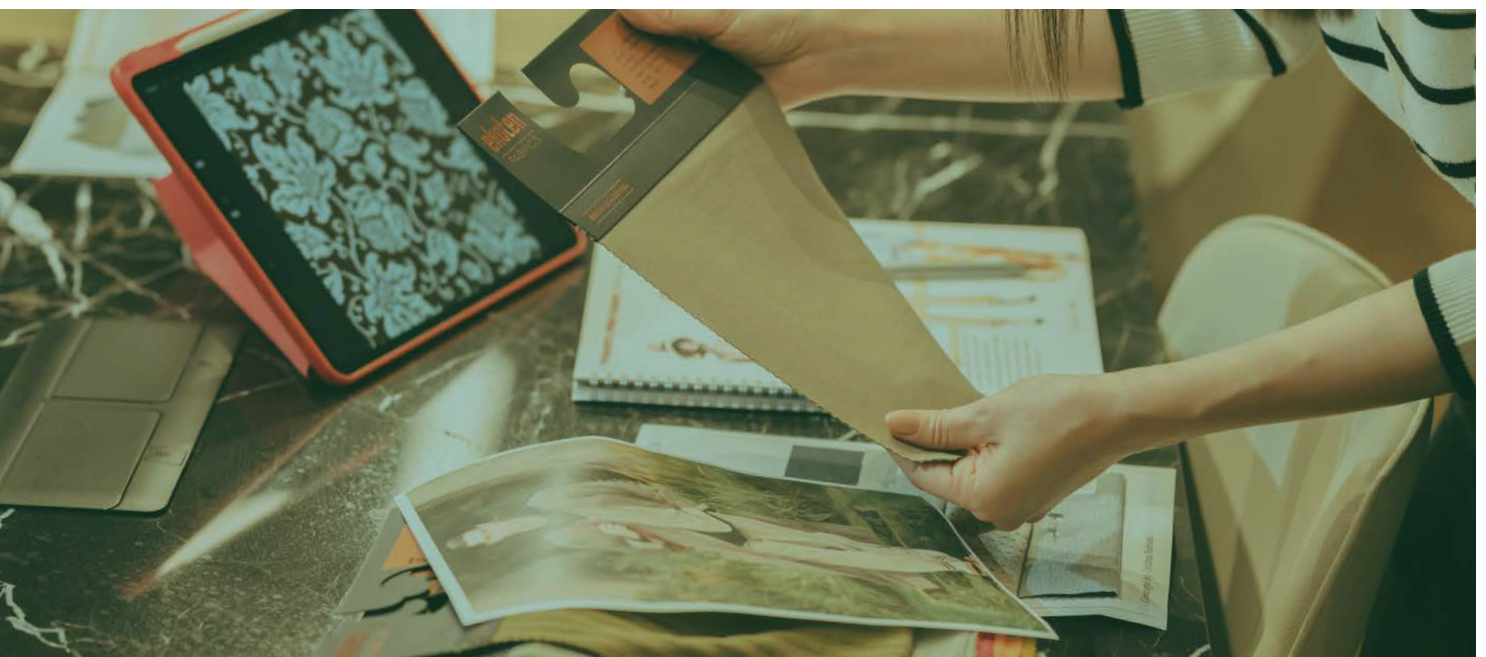


Digitalization in Design Processes

At Sun Tekstil and Ekoten, we continuously improve our software and hardware technology infrastructure, which contributes to the development of circular business models starting from the design phase and thus saves resources. In addition, we improve the content of our digital archives and increase the efficiency of our design processes day by day. Thanks to the transformation process we have implemented, we ensure the sustainability of our business and increase our corporate resilience by overcoming physical constraints and presenting collections to our customers on digital platforms.

As of 2021, we started to present our designs developed for our customers whose infrastructure is compatible with us in the digital environment using three-dimensional pattern preparation software. In 2024, we presented 22% of all our designs in the digital environment. Among these designs, we finalized the models selected by our customers in the digital environment and produced physical samples. We are working with all our stakeholders to make more use of this important potential in line with ensuring circularity starting from design.

We are working intensively on the development and effective use of artificial intelligence-based design programs. When the integration of these innovative technologies is completed, we aim to increase our operational excellence by making our design processes faster, more efficient and creative.



Sun Tekstil

Digitalization Approach

As Sun Tekstil, we carry out strategic studies on digitalization of processes in our Design, Production, Supply Management, HR and Process Improvement Departments in order to achieve our main goals of increasing digital maturity levels and digital culture formation.

Digitalization of Design Processes

With the digitalization of design processes, we are working to increase our competencies in presenting products to customers and to ensure resource efficiency as well as fast access to data in our design and collection processes. We open the doors of the digital world with the projects we realize and act with the mission of leading the industry on its digital transformation journey.

In 2024, we took our applications to an important level by collaborating with the Artificial Intelligence Assisted Design Platform. This platform transforms creative ideas into original designs in a short time. We produce fast and different fashion designs by combining keywords, inspiration images, technical drawings and patterns. We make quick decisions by displaying our designs on the backgrounds and models we have determined. The platform adds value to us by analyzing global fashion trends and creating tailor-made collections. Thanks to this collaboration, we received the “Most Effective Corporate-Initiative Collaboration” award at the Entrepreneurial Institutions Platform Corporate Entrepreneurship Awards.

Platform Development and Collaborations

We collaborate with a startup under the mentorship of our innovation and design teams to create an AI-supported fashion design platform. With the know-how of our design teams, we determine the scope of the product and accelerate the development processes. We are working hard to adapt the platform to the needs of the fashion industry.

Digitalisation of Production Processes

With the digitalization of production processes, we aim to ensure traceability in sub-processes of production and increase production efficiency by reducing production losses. In line with this goal, we are carrying out numerous projects on our production, logistics, quality management, lean management and sustainability processes.

We moved the model production files used in our current orders to the digital environment and ensured instant accessibility of these files through the system. With the digitalization project we have implemented in this direction, we aimed to minimize the use of paper.

Within the scope of our efforts to digitalize production processes, we aimed to ensure traceability in the sub-processes of production and to increase production efficiency by reducing production losses. In this direction, we ensured that the model-based efficiency and performance of manufacturers are monitored in the digital environment, manufacturer-based minute cost and efficiency analyses are performed with instant reports, and manufacturer and model-based remedial and developmental actions are taken as a result of the analyses. We standardized model production methods and made them accessible and applicable in SAP for all manufacturers.

In our contract manufacturing units, within the scope of the Business Transformation Project, we analyzed the current situation, identified areas where productivity could be increased, designed action plans and monitored their implementation. We have completed these studies in two of our production units, aiming for improvement. We aim to expand them to our other production units.

By performing sub-process analyses of our SAP processes, we made our inventory management, purchasing and production management processes traceable and instantly reportable on SAP, our main ERP program. With these studies, we took actions to increase performance and efficiency and strengthened the control points with the improvements we made in our process designs. In this way, we are advancing our processes smoothly.

We ensured that the Machine Maintenance and Repair and Machine Inventory system is tracked through SAP, the main ERP, and fully integrated with the accounting department, that the performance of the machine maintenance department can be monitored thanks to the improvements made in the program, that production performance is increased by shortening the intervention time to the malfunction, and that employee competencies are improved depending on training through the analysis of failure types. Within the targets for 2025, we aimed to use digital inventory counting methods for our machines. Barcoding all machines, performing and updating inventory counts in digital environment are within the scope of our plans.

In 2024, we aim to consolidate vehicle occupancy rates in our logistics processes by moving transportation organizations to digital platforms and optimizing vehicle organization plans. With these efforts, we aim to minimize our carbon footprint.

We designed a digital screen to instantly monitor the data of our orders that are cut at different locations. In line with this data, we enabled the system to automatically detect excess costs due to out-of-tolerance fabrics and enabled our users to take instant action.

In 2025, we aim to track the traceability processes of our materials and orders on a digital platform.

We completed our efforts to digitally track the results of the fabrics checked by our fabric field teams in the field. By storing the data we checked in digital environment, we made it possible to monitor supplier performances and took steps to increase efficiency in our production processes with instant actions. Accordingly, our field quality control personnel can control the fabrics, which constitute 47% of our production, at the production stage and we can take instant action for defective fabrics.

With the follow-up of lean production projects on the digital platform, we made the lean developments of the departments traceable, increased our lean culture level and created our retrospective company memory.

In 2024, we completed and put into use the infrastructure for the digital tracking and traceability of production stage process controls and end-of-production quality control AQL result entries in quality processes in accordance with customer quality standards. We aim to complete our work to ensure that the measurements in process controls are instantly entered into the system with the smart tape measure system and that laboratory processes can be tracked in digital environment by 2030.

In 2024, process control processes in our internal production units were transferred to the digital environment. In 2025, we aim to make operator-based performance evaluations with this data.

In 2024, we enabled our quality assurance teams to carry out production controls on tablets. With this system, we have created an infrastructure where we can turn the nonconformities we detect into action with instant warnings. We designed a job tracking screen to be able to inspect our producers in different locations completely and on time. In 2025, we aim to manage the job tracking and location traceability of our field quality teams completely digitally.

In 2024, we have prioritized the implementation of innovative applications with the more intensive use of artificial intelligence technology in our strategic goals for the next 5 years. With these applications, we aim to develop projects such as calculating quality and model-based production losses, reducing fabric stocks and reducing inventory costs, creating model-based risk maps and automatically identifying suppliers with appropriate model-based competencies, establishing ideal production lines as a result of model and employee competency suggestions, and realizing line balancing in a digital environment.

We also continue our efforts to move production planning and process follow-ups to the digital system and to digitalize processes that require work order requests and approvals.

We have included the creation of the Sun Tekstil supplier portal and the collection of shipment and dispatch processes on ERP with SAP integration among our future goals.

Digitalisation of Sun Tekstil HR Processes

In 2024, we continued to develop our efforts to digitalize Sun Tekstil HR processes. With IK 360, we completed the first phase of our project to digitize the processes of career architecture, performance management and determination of training needs by conducting personnel performance interviews on the platform, creating and updating job descriptions for all positions in digital environment. In 2025, we have included the stages of conducting person and position-based performance analysis and determining training needs among our development plans.

Increasing Digital Competences of Employees

By increasing the digital competencies of employees, we aim to expand the use of digital platforms, reduce user errors and contribute to system development. In line with this goal, we organized 933 hours of training for a total of 676 colleagues under 81 different training topics in 2024 in order to ensure the correct use of the system and to improve the digital competencies of our colleagues. We introduced the concepts of artificial intelligence to 23 colleagues and shared information about its usage areas, basic principles, how to initiate, develop and manage an artificial intelligence project.

We organized Pastal Application Training with our business partner, which offers an innovative pattern preparation software solution. Three of our colleagues from the Pastal department attended the training and contributed to the effective implementation of the process. With this training, we aimed to minimize the waste rate by ensuring that the patterns used in production are placed on the fabric in the most efficient way. We gained competence in quickly making the patterns ready for cutting by ensuring the most optimal placement within the specified time. Thus, users both saved time and increased efficiency.

Ekoten Digitalization Approach

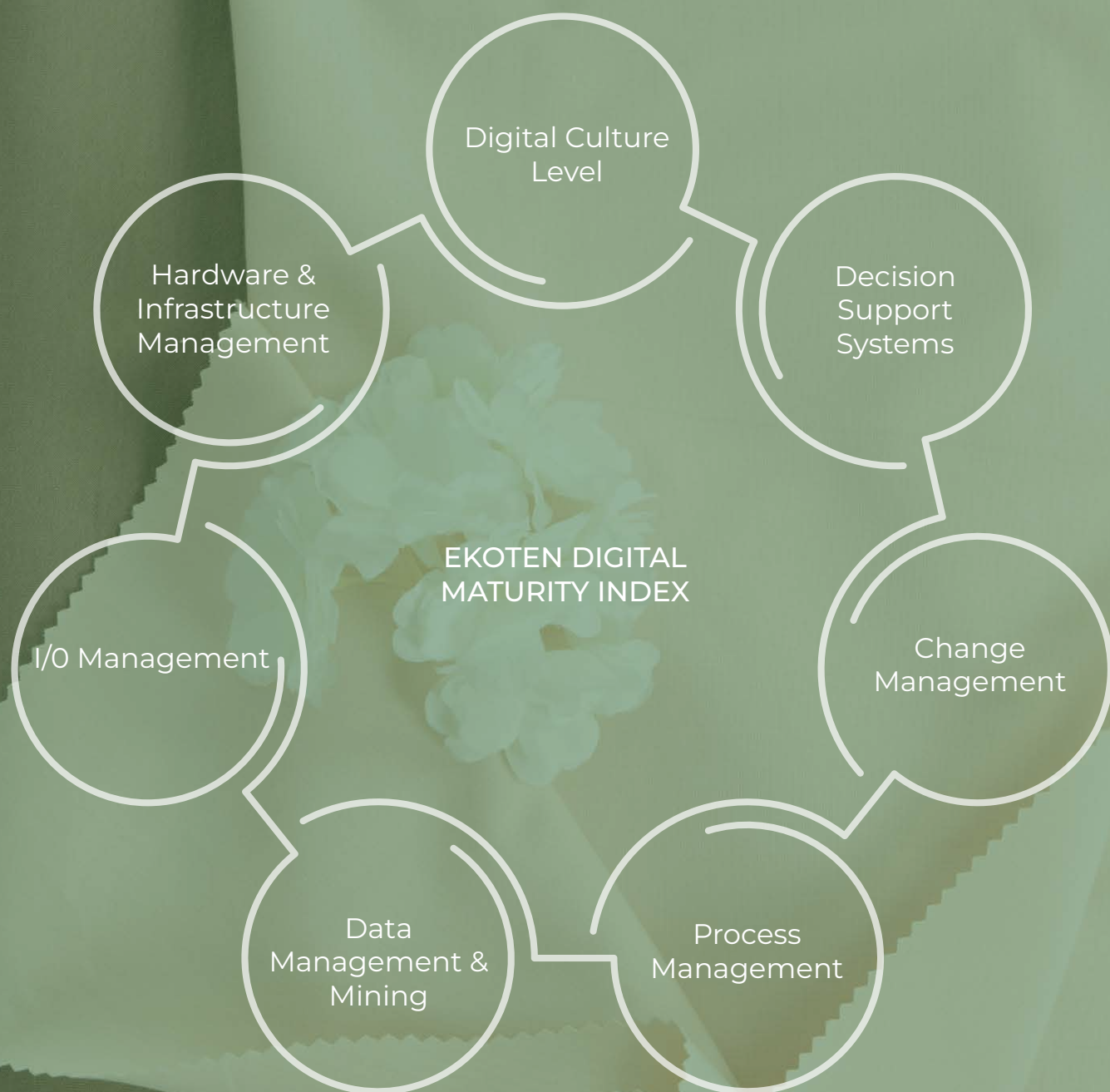
Our digitalization processes are always based on the analysis of our needs and the goal of improving a process through digitalization. At Ekoten, we base our strategies and needs on the results of our digital maturity index, which we have developed in accordance with our own dynamics and with reference to international methods. We measure all dimensions from design to the end of our production processes and decide on the areas and projects we will develop and invest in based on our digital maturity index scores.

Pioneering innovative and sustainable textile solutions, we are creating Turkey's first three-dimensional fabric library and thus consuming fewer natural resources.

Thanks to our new technology that aims to significantly improve our fabric production, we detect fabric defects in real time with artificial intelligence-supported systems and increase our resource efficiency.

In our knitting facility, which has a state-of-the-art automation system, we can easily monitor production with smart watches integrated into the automation system and intervene immediately in case of any problems.

Thanks to our automated dye and finishing prescription infrastructure developed by our Operational Excellence department within the scope of digitalization and big data studies, and our highly automated dye and chemical dosing system integrated with this infrastructure, we optimize our chemical and water consumption, reduce our error rate and ensure resource efficiency.



Rule Based End-to-End Planning Optimization

By commissioning our planning system, we started assigning work orders to workstations in the factory in a rule-based manner. The 70,000 planning rules we defined in our system are instantly activated, prioritizing customer deadline performance and directing production resources to the most appropriate workstation. In this way, we manage 350 workstations and nearly 950 production routes with real-time rule-based planning optimization.

Thanks to our planning optimization system, we can identify instant bottlenecks in our business and make our capacity planning with maximum efficiency. In 2023, we doubled our rule pool and facilitated the dissemination process by implementing the “machine rule copying” feature for the new machines we added to our production. We also developed an engine that automatically determines machine washing steps according to the amount of dyestuff and integrated it into our planning optimization system.

In 2024, we continued to use this system and added new rules to our rule pool, such as “including the washing operation time that occurs with the color transition in the optimization”, and further improved our system. As of 2025, we aim to expand this system, which we partially use in the drying department, by further integrating it with our rule engines and to achieve operational improvement by reducing our energy consumption.

Ekoten Mobil Application Developments

Ekoten Operational Excellence Department continues to implement projects that will contribute to the development of both our dyehouse and knitting mills and facilitate the work of our teammates in the field. In 2022, we developed a mobile application to accelerate and facilitate the pre-production training, production preparation and production stages in our knitting factory.

In this application, we can easily access the information to be obtained before production, the single point training documents we have prepared with the lean management approach, the improvements made and the points to be considered in production. Troubleshooting topics regarding the quality problems we encounter are also available on the same platform. Thus, we can access information anytime, anywhere and carry out our processes in the healthiest way.

We launched the most up-to-date version of our application, which we developed in 2022, in 2023. Within the scope of information security, we have implemented a device-based authorization system and created an infrastructure that allows only our employees to log in. With the active QR scanning system we have commissioned within the application, we can only log in through ERP (SAP) work order QR code cards located at the factory location. In this way, we maximize information security by restricting the conditions of use outside the factory. We share announcements such as the 5S Score list with our staff through the application and offer them the opportunity to follow their own score status transparently.

By publishing critical reports showing machine performance and quality status on our knitting app, we have ensured that our teammates can easily access this information from their own phones. In this way, we can instantly monitor their performance and take steps to improve their working principles faster.

In 2024, we are expanding the mobile application we launched in our Knitting factory in 2023, and we are starting to develop a new application called “Boya App” to be used in our paint factory. We will ensure that our teammates are instantly informed by sending the alarms we set from the paint machines via the mobile application.

As with our Knitting App, we aim for our colleagues to transparently monitor their own status and easily access data instantly in our Paint App.

In addition, by 2025, we aim to further strengthen our processes by making the modules we use on the portal accessible via the mobile application.

Ekoten Knitting Plant Automation New Type Smart Wristbands and Tablet Use

We commissioned the new generation versions of the smart wristbands used in our knitting business in 2022 and our operators started using these new types of wristbands within the scope of the knitting automation project. In the usage tests we conducted in 2023, we found that the notifications were seen more easily thanks to the larger screen sizes of the new type of wristbands and notifications from multiple machines were reacted 25-30% faster.

In addition, these wristbands transmit notifications in a shorter time, reducing the intervention time of our operators to the machine. In physical test results, we determined that the wear resistance of the new type of wristbands was twice as high as the old versions. With the update that came in 2024, we upgraded all our devices to this latest version.

Artificial Intelligence Based Knitting Quality Control System

These header texts will be updated with the texts below. You can add paragraphs that do not fit on this page to the next page. Disruptive innovation as part of our goals to improve resource efficiency We make our work more agile with start-up collaborations. A start-up company in 2020-2021 with the industry's first integrated, automated quality control system for circular knitting machines. With artificial intelligence-based image processing technology, we have developed a new technology We can even detect errors that could not be detected before the process. Thus, we are able to detect the error preventing material and energy loss.

We expand our investments in quality control and artificial intelligence integration in our knitting production processes every year. We increased the work we carried out with 11 machines in 2021 to 17 machines with the new investments we made in the last quarter of 2022. We aimed to increase the performance of artificial intelligence technology in all simple or complex fabric structures in our production range by performing the quality control machines we commissioned in 2022 in our knitting machine park, whose knitting structure is more diverse and rich. In this context, in the last quarter of 2022, we included 6 new quality control systems in our new machine park, further advancing our AI-supported quality control processes. In addition, by developing a self-learning AI model at the time of production, we eliminated the 5-6 hours of learning time required for each new fabric design. Thus, we achieved significant time and raw material savings.

In 2022, we increased our operation with 17 machines to 24 machines with the investments we made in the last quarter of 2023. In 2024, we started to use the systems actively on 24 machines with the installation of new investments. By replacing the monitoring tablets used in existing machines with industrial tablets, we reduced maintenance and malfunctions caused by use by 10-15%.

In 2023, we commissioned the Digital Factory web platform in line with the requirement analyses we carried out in our knitting business. Thanks to the “Fabric Defect Map” on this platform, we started to track the defect types and locations on the knitted fabric on a single screen. With the additional development we realized in 2024, we classified the defect types as “A, B, C and D” and ensured that only products in category D are taken for detailed examination in quality control processes. In this way, we increased our quality control efficiency by 10-30%.

With the 2024 updates, we increased the error prevention stops by 48% and realized a total of 2,133 error prevention stops. Thus, by preventing 2,240 hours of defective production, we prevented 33,330 kg of defective fabric production and saved \$ 199,979. At the same time, we made a significant contribution to our sustainable production goals by preventing the environmental impacts of 3,732,938 liters of water, 299,968 kWh electricity and 74,692 kg CO₂e emissions.

Systems Integration Solutions

In today's world where Industry 4.0 and traceability are very important, production tracking, management and standardization of these stages are of great importance. With the non-SAP systems we have developed in-house, we are able to monitor the processes in the production area from automation and Manufacturing Execution System (MES) software. We are also able to integrate with SAP on these MES systems.

In 2023, we completed our integrated web service work with the human resources application we use in our business. In this way, we can transfer up-to-date employee information to all our MES software from a single point. As of 2024, in addition to MES systems, we have integrated the personnel tracking system and leave management platform applications that we use independently of each other. Thus, we can instantly control multiple systems from a single point and easily operate with up-to-date personnel records.

MES Portal Project

In addition to in-house field applications, our Operational Excellence Department continuously develops our own software by analyzing internal process needs and carries out our efforts to migrate to web-based solutions. As of June 2023, we started projects to transfer our Windows-based software to the web environment and these efforts are still ongoing. In this context, we started to use many processes such as Customer Complaints Management, Sample Chemical Trial Follow-up Process, Internal Audit Activities, Business Demand and Follow-up Processes, and Lean Production Unit live. In this way, we have significantly increased our digitalization rate. By 2025, we aim to move all our internal processes to the MES Portal and enable all our employees to access the system via the web.

We have been continuing our projects to transfer Windows-based software to the web environment since June 2023. While we continue to actively use the 5 processes we transferred to the web environment in 2023, we have put 15 different modules into service in 2024, such as the Customer Complaint Module, Lean Leader Tracking System, and Fair Catalog Tracking System. Thanks to these modules, we have transferred many processes that we carry out manually or semi-automatically to the digital platform, reducing paper use and preventing unnecessary e-mail traffic. We aim to continue adding new modules in line with needs in 2025.

Artificial Intelligence Supported Quality Control System

In October 2023, we first tested the artificial intelligence-supported Quality Control application, which we installed and started demo studies, in the Final Quality Control process and we were able to detect the errors that our operators could not catch to a great extent. Especially in the control of light-colored fabrics, the application was very successful in identifying errors that are difficult to detect by eye. In addition, while the control of light-colored fabrics caused eye fatigue in the operators after a while and reduced the control speed; thanks to the automatic control system, we were able to perform the controls faster and improved the control time by 20%.

We integrated this test process, which progressed successfully, into the post-paint drying machine and started tests during production. Thus:

- To prevent errors that may occur during production,
- Reducing waste rates,
- Reduce workload by sending fewer products to Final Quality Control and
- We aimed to increase the efficiency of Final Quality Control.

We expanded this process, which has been running successfully for six months, to a new line and started using a more advanced version, version Q2. Compared to Q1, version Q2 has a 3.5 times faster operating system and 4 times higher camera resolution. This has improved the quality of the image pixels captured and we can clearly see the errors. In addition, we can measure color more consistently thanks to the moving spectrophotometer, and monitor ambient conditions with temperature and humidity sensors on the device.

We organized a comprehensive training program for our operators so that they can use our AI-supported quality control system effectively. As a result of the evaluation exam held after the training process, 6 of our operators were awarded the “Artificial Intelligence Expert” certificate. Within the scope of the dissemination of the project, 3 lean leaders and 12 more operators successfully completed their training. Thus, while increasing the effectiveness of our AI-supported quality control processes, we strengthened the adaptation of our teams to digital transformation.

In 2025, we aim to reduce the number of Final Quality Control machines by extending the Q2 version to other dryers.

OHS Meditek Application

- As of 2023, Meditek, which we used only for personnel record tracking in the infirmary unit, was expanded in 2024 to include OHS Application, Personnel Management System and Risk Management applications. We started the testing phase by adding modules such as Training Publishing, Task Assignment, Risk Assessment, Personal Protective Equipment Management and Action Management. By 2025, we aim to have all of these modules live.

Thanks to this system:

- We will digitalize our Excel-based processes and facilitate tracking and reporting processes.
- Our personnel will be able to access OHS trainings through the mobile application and access continuous training videos.
- It will be possible to track and report which personnel have received which training.
- The system will be able to make instant notifications with ministry integration.
- We will be able to monitor process risks through this platform and record the nonconformities we detect in the field instantly with their visuals.

Development of Digital Culture

In order to support the development of digital culture, which is one of the most important elements of our digital transformation processes, we offer qualified training programs to our employees, and we also participate in cooperation programs by sharing experiences on different platforms within and outside the company.

In our Digitalk seminars, we host experts in their fields in our conference hall, and we come together with all our colleagues in interactive panels with the theme of digital transformation.

We organized information sessions on artificial intelligence technologies throughout the company in order to popularize the culture of working with AI-supported devices and emphasize the importance of this transformation. Thus, we have created a solid infrastructure that will accelerate the adoption of technological developments by our teams.

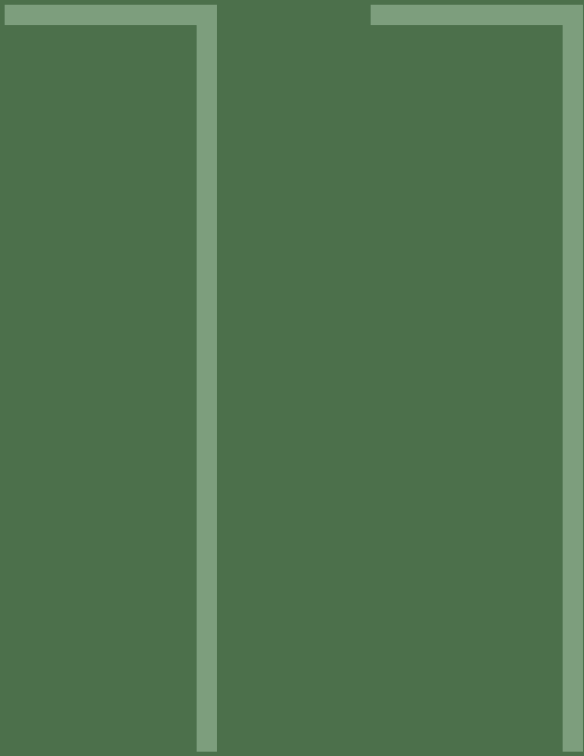
In 2024, we participated in the “Texhibition” panel and shared our experiences on the use of an AI-supported quality control platform with the industry.

In the coming period, we will continue to closely follow technological developments; we will continue to integrate innovations into our business processes by participating in trainings, panels and fairs.





SUPPLY CHAIN MANAGEMENT



Sun Tekstil Supply Chain Management System

We are improving our Sustainable Supply Chain Performance Management systems day by day in order to increase the resilience of the textile supply chain, which is very vulnerable to risks such as climate crisis, extreme climate events, economic crisis, energy crisis, logistics crisis and pandemic affecting the whole world, and to ensure the sustainability of the environmental, social and economic dimensions of the value chain.

In the current situation, it becomes essential for all supply chain stakeholders to carry out compliance studies in cooperation within the scope of regulations such as Circular Economy Action Plans, Green Deal, Carbon Regulation at the Border, Extended Producer Responsibility, Digital Product Passport, etc., which were first implemented by the European Union and will become widespread all over the world in the near future.

We have holistic management processes based on international standards and the sustainability criteria of our stakeholders in order to proactively manage all risks in our supply chain together with our stakeholders, to identify opportunities and to strengthen and make our processes resilient.

Sun Tekstil Supply Chain Management System

We ensure product traceability and environmentally friendly production processes throughout our entire supply chain with sustainability certificates. We guarantee the compliance of our suppliers in all dimensions of sustainability by implementing audit processes in line with our customers criteria and international standards. We improved our supply chain audit and evaluation mechanism, which we started to implement many years ago, and launched our Supply Chain Sustainability Performance Management system as of 2019. We continue to implement our system every year by improving our system according to global conditions and customer criteria.

Among our approximately 230 suppliers in five regions of Türkiye, we conduct periodic audits of the production facilities of our suppliers, which account for at least 80% of our total production. We score them with our performance scorecards, which we have developed in line with international standards and the needs of our stakeholders. We provide feedback on the areas for improvement identified in the assessments, and provide on-the-ground advice and mentoring to each supplier to help them improve in line with the findings.

Thus, we aim to ensure that stakeholders who will be included in our network for the first time are included in our value chain as a result of audits by meeting our sustainability criteria, and to guarantee the competence of existing stakeholders in all dimensions of sustainability and institutional resilience. As of 2024, when we want to add a new supplier to our supply chain, we introduce a new supplier evaluation system and ensure that these processes are managed more transparently and effectively through company visits by the relevant units. Being aware of our responsibility not only in Sun Tekstil facilities but also throughout the entire supply chain; we work with the goals of ensuring the implementation of environmentally friendly processes based on global climate targets, circular economy and biodiversity conservation, realizing working standards above legal requirements, ethical compliance and practices that ensure equality, beyond basic human rights, decent work and economic growth, and ensuring the continuous development and resilience of the organization and all stakeholders after identifying all processes, risks and opportunities in economic and managerial dimensions.

Within the scope of our management system, sustainability performance scorecards are created with the operational findings identified by our expert audit team both through field visits and in line with the data captured through the ERP program. Our expert teams provide consultancy-level mentoring to our suppliers in line with the findings of the audits, which include questions included in international sustainability indices and questions regarding our customers' criteria. In addition, we aim to manage these audits in a more transparent, fast and effective manner by digitalizing our supply chain processes and integrating our data collection systems within the scope of the project we are conducting with NTT Data and BTS.

We apply our scorecards under eight main headings: social compliance, technical assessment, environmental compliance, self-improvement, corporate governance, ethics, operational performance and financial management. We have developed digital forms to automatically generate our scorecards after applying the question sets, allowing us to more effectively apply the scoring done during field audits.

Each scorecard has sub-headings at different priority levels and coefficients determined according to the importance of the sub-headings. Scores are given for the information verified in field audits and the scores are multiplied by the materiality coefficient to reach the final performance scores. We ensure continuous improvement by giving each supplier score targets in line with its own development.



We overcome chronic problems thanks to our special projects applied to all suppliers in line with the findings. Suppliers achievement of their score targets enables us to measure their performance while the rate at which all suppliers achieve their target scores also enables us to measure the performance of our inspection team, which also provides mentoring and consultancy support. Thus, we proactively carry out the processes by strengthening our suppliers in all dimensions of sustainability. In this way, we ensure full compliance of our supply chain with our goals, moreover, we prevent the risks of being out of our supply chain due to critical findings in inspections performed by global brands and inspections performed by independent organizations.

Monthly improvement studies are carried out in line with the report card scores and findings shared in the specified periods. Sun Tekstil senior management and our officials responsible for performance management, with the participation of our supply chain stakeholders management and sustainability officials, meet in performance review meetings and determine our short-medium term goals together in line with the findings.

In order to improve the sustainability performance of our suppliers, we organise training to increase their knowledge and awareness on sustainability issues. We provided 2,557 hours of training on social, technical and environmental issues to 1,603 people in 107 of our producers. Within these training session, we also organised sharing sessions tailored to the needs of each stakeholder and held in their own facilities. We determined that the level of knowledge and awareness reached the levels we targeted in the oral interviews we conducted at the end of these training session. Thus, we anticipate that the success of our suppliers in all audits will continue to increase and our supply chain resilience will also improve and we aim to regularly analyse this development.

In 2024, we aim to establish sustainability teams that manage and monitor customer sustainability criteria and have the competence to audit their sub-suppliers in this context, and to appoint responsible persons in all our suppliers. We continue our efforts to establish sustainability teams that manage and monitor customer sustainability criteria in all our suppliers and to appoint responsible persons. We also aim to ensure the effective dissemination of our sustainability practices throughout our supply chain within the framework of compliance with Extended Producer Responsibility (EPR) regulations. In line with this goal, we have started our efforts to direct our main fabric suppliers to establish an evaluation mechanism where they can measure the sustainability performance of their sub-suppliers and we aim to complete it for all our suppliers by the end of 2025.

We have started our effort to align our social compliance performance evaluation criteria in our supply chain with the scope of the Social Labor Convergence Program (SLCP) audit, which is internationally recognized and set as a criterion by many of our customers, and thus to increase the success scores of our suppliers in SLCP audits. In the same direction, we are rapidly continuing our work on Compliance with Environmental Compliance Standards. We continue our efforts to align our environmental compliance performance evaluation criteria with the Higg Index Facility Environmental Module (FEM) audit scope and thus increase the success scores of our suppliers in Higg FEM audits.

With the update of the HIGG FEM 3.0 module to HIGG FEM 4.0 in the last quarter of 2023, we ensure that changes in this area are identified and we carry out studies to meet the demands of the developed platform.

Microsoft Sustainability Manager Supplier Portal

Ensuring traceability throughout our entire supply chain and thus continuously improving our environmental impact are among our top priorities. We are rapidly implementing digital transformation practices to measure and reduce greenhouse gas emissions throughout our supply chain, especially in line with our goals of combating climate change and complying with the regulations developed within the scope of the EU Green Deal. We digitized our manual greenhouse gas emission collection and calculation processes within the framework of the ISO 14064 Standard with our “Microsoft Sustainability Manager Supplier Portal” project, developed in cooperation with NTT Data Turkey and Microsoft and completed in 2023.

Thanks to Sustainability Manager and the supplier portal, we can monitor the data of our suppliers in addition to our own data in the digital environment. As Sun Tekstil, we can perform the calculations and reports we want to make in all categories through Sustainability Manager. In 2023, we completed our pilot studies with 6 suppliers. Based on the outputs of these studies, we carried out the necessary trainings on data collection, analysis and reporting, especially for our suppliers in 2024 and completed the adaptation process. We aim to realize the data collection through the Microsoft Sustainability Manager Supplier Portal, which we planned for 2024, in 2025.



Ekoten Supply Chain Management System

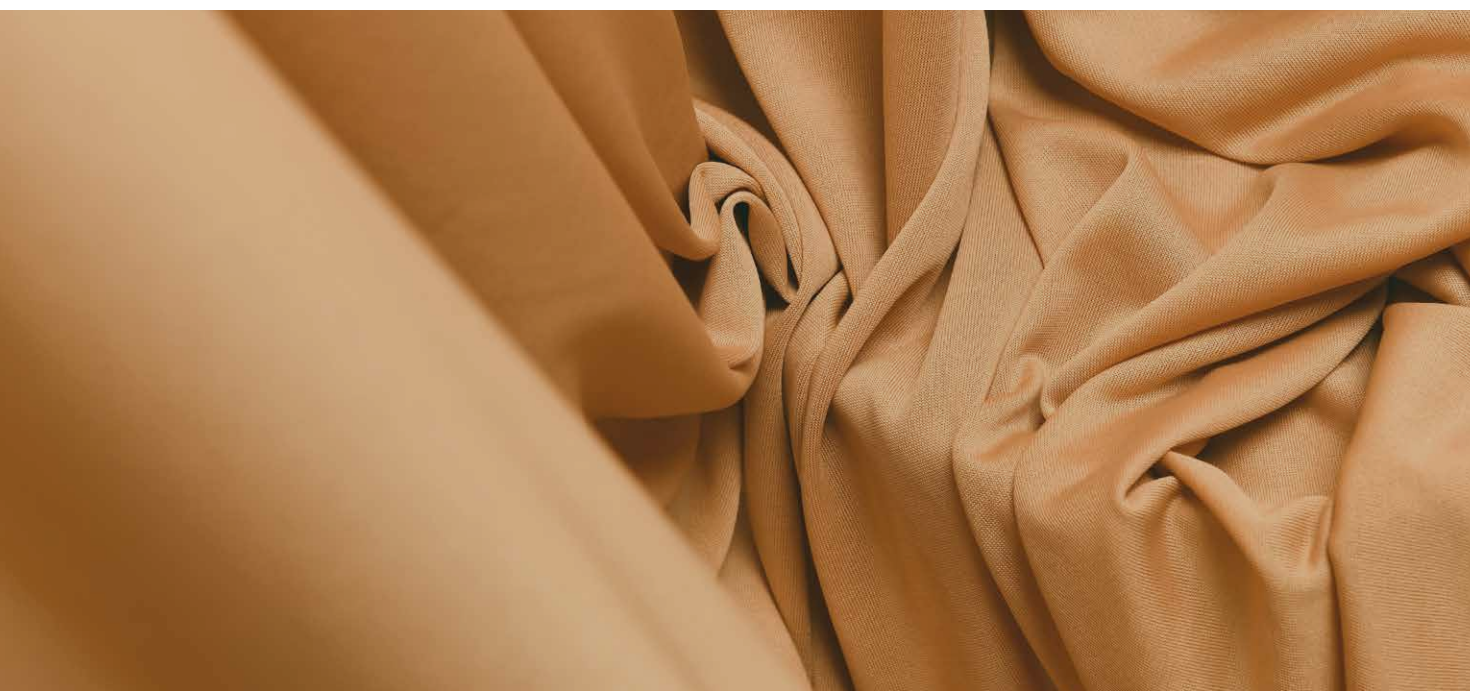
At Ekoten, our goal is to transform our supply chain into a sustainable, competitive, and successful structure that combines ethical and environmental practices. Accordingly, we constantly improve our supply chain management mechanisms thanks to our integrated quality systems management approach, which has become our culture for many years, and our sustainability goals, which are based on international standards and the criteria of our customers.

All our suppliers are included in our supply chain within the framework of our quality systems. Suppliers that have certificates in accordance with international standards or those approved by our customers, which are global brands, or by accredited independent inspection organizations appointed by our customers, are included among our stakeholders after performing preliminary interviews. In particular, we provide contractual commitments to comply with our sustainability criteria. We guarantee our prerequisites, which include criteria for our goals against the climate crisis, essential practices to protect biodiversity, human rights, and working standards by conducting inspections and signing contracts.

Our procurement teams manage the processes in the most effective way in accordance with the training they receive from accredited organizations. In addition to checking that our newly included suppliers and existing suppliers fulfill the requirements, we regularly measure the basic performance levels of our suppliers and give them scores. Our supplier inventory determined in this direction is regularly reviewed under the supervision of our managers, based on our company's risk management strategies.

As part of our Zero Discharge of Hazardous Chemicals (ZDHC) activities, we only procure Level 3 chemicals with the minimum environmental load. In order to ensure the traceability and transparency of our chemical inventory, we upload the details of our current consumption details to the Cleanchain Online Platform so that our stakeholders can view it instantly. Our chemical inventory created in the CleanChain system also runs integrated with the ZDHC Gateway Platform. Thus, our customers can instantly review our globally valid Incheck Report, which proves the suitability of our chemical inventory through the ZDHC Online Platform. We started our Sustainable Supply Chain Meetings programme in the second half of 2021 within the scope of our European Green Deal compliance strategies. In the programme, where we discussed all the topics of the European Green Deal in detail, we first carried out our practical training on the Management of Greenhouse Gas Emissions and Preparation for the Carbon Regulation Process at the Border. In this process, we also focused on raising awareness on combating climate change. In 2023, we continued our programme with the "Water and Energy Management" session in line with the areas where we identified the need for development.

We aim to improve our Supply Chain Management System with Sustainability Performance Scorecards and to score the maturity levels of our suppliers in all dimensions of sustainability by analysing their processes in more detail. In this context, we have prepared our performance scorecards to include the topics of traceability, certification, management systems, environmental compliance and social compliance, and we started our studies with a sample group we identified among some of our priority suppliers in 2023. With the experience we have gained, we will work on a system that we will generalise in 2024.





ANNEXES

12

References for UN Global Compact

Area	Principles	Related Section
Human Resources	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	-Corporate Governance -Human Resources
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	
Labour Standards	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	-Corporate Governance -Human Resources
	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.	
	Principle 5: The effective abolition of child labour.	
Environment	Principle 6: The elimination of discrimination in respect of employment and occupation.	-Environment -Design -Digitalization
	Principle 7: Businesses should support a precautionary approach to environmental challenges.	
	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	
	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	
Anti Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	-Corporate Governance

References for Women's Empowerment Principles (WEPs)

Principles	Related Part
Principle 1: Establish high-level corporate leadership for gender equality	
Principle 2: Treat all women and men fairly at work - respect and support human rights and nondiscrimination, and promote such principles	
Principle 3: Ensure the health, safety, and well-being of all women and men workers	
Principle 4: Promote education, training, and professional development for women	-Corporate Governance -Human Resources -Community
Principle 5: Implement enterprise development, supply chain and marketing practices that empower women	
Principle 6: Promote equality through community initiatives and advocacy	
Principle 7: Measure and publicly report on progress to achieve gender equality	

References for World Economic Forum (WEF)

Pillar	Core Metrics and Disclosures	Description	References
Dignity and Equality	Diversity and inclusion (%)	Percentage of employees per employee category, by age group, gender and other indicators of diversity	-Human Resources
	Pay equality (%)	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	-Human Resources -Working Principles
	Wage level (%)	Ratios of standard entry level wage by gender compared to local minimum wage.	-Human Resources -Working Principles
		Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO	N/A (Wage Policy)
	Risk for incidents of child, forced or compulsory labour	An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	-Human Resources -Working Principles
Health and Wellbeing	Health and safety (%)	The number and rate of fatalities as a result of workrelated injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	-Human Resources -Sun Tekstil UNGC Progress Report
Skills for the future	Training provided	Average training hours per person received by the employees of the organisation by gender and employee category during the reporting period (total number of training given to employees divided by the number of employees)	-Human Resources
Climate Change	Greenhouse Gas (GHG) emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	-N/A -Human Resources

References for World Economic Forum (WEF)

Pillar	Core Metrics and Disclosures	Description	References
Climate Change	TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above preindustrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	-Environment -CDP Reports -SBTi Commitment
Freshwater Availability	Water consumption and withdrawal in waterstressed areas	Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	-Environment -Corporate Governance Approach
Nature Loss	Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased or managed in/or adjacent to protected areas and/or key biodiversity areas (KBA).	-N/A
Community and social vitality	Total tax paid	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company by category of taxes.	-Annual Report
Employment and wealth generation	Absolute number and rate of employment	1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	-Human Resources
		2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	-N/A
	Economic Contribution	1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organisation's global operations, ideally split out by: – Revenues – Payments to providers of capital – Operating costs – Payments to government – Employee wages – Community investment and benefits 2. Financial assistance received from the government: total monetary value of financial assistance received by the organisation from any government during the reporting period.	-Annual Report

References for World Economic Forum (WEF)

Pillar	Core Metrics and Disclosures	Description	References
Employment and wealth generation	Total R&D expenses (\$)	Total costs related to research and development.	-Annual Report
Innovation of better products and services	Financial investment contribution	1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. 2. Total share buy-back and dividend payments together with explanations on the company's capital return strategy for shareholders	-Annual Report
Ethical behaviour	Anti-Corruption	1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption	-Corporate Governance -Sun Tekstil UNGC Progress Report
	Protected ethics advice and reporting mechanisms	A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity	-Corporate Governance
Governing purpose	Setting purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	-Corporate Governance Approach
Quality of governing body	Governance body composition	Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or nonexecutive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of underrepresented social groups; stakeholder representation	-Our Journey -Corporate Governance Approach

References for World Economic Forum (WEF)

	Core Metrics and Disclosures	Description	References
Risk and opportunity oversight	Integrating Risk and Opportunity into Business Process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	-Corporate Governance Approach
Stakeholder engagement	Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	-Our Journey

References for Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	Category	Unit of Measure	Code	References
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	n/a	CG-AA-250a.1	-Environment
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-AA-250a.2	
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	95%	CG-AA-430a.1	-Environment -Supply Chain
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	31%	CG-AA-430a.2	-Environment
Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	It is practiced but reported internally.	CG-AA-430b.1	-Supply Chain
	Priority non-conformance rate and associated corrective action rate for suppliers labor code of conduct audits	Quantitative	It is practiced but reported internally.	CG-AA-430b.2	
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	100% compliance is ensured within the scope of supply chain social compliance scorecards.	CG-AA-430b.3	

References for Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	Category	Unit of Measure	Code	References
Raw Materials Sourcing	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	Within the scope of the risk committee, corporate risks are evaluated and action plans are determined.	CG-AA-440a.3	-Corporate Governance Approach
	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	Quantitative	Sun Tekstil 64% Ekoten 53%	CG-AA-440a.4	-Design -Environment -Supply Chain

ABBREVIATIONS

ABBREVIATIONS	EXPANDED FORM
3D	3 Dimensional
BCSD Türkiye	Business Council for Sustainable Development Türkiye
BIST	Borsa İstanbul
BOD	Biological Oxygen Demand
CDP	Carbon Disclosure Project
CMB	Capital Markets Board
COD	Chemical Oxygen Demand
CSRD	Corporate Sustainability Reporting Directive
CTI	Circular Transition Indicators
ERP	Enterprise Resource Planning
EU Green Deal	European Green Deal
GOTS	Global Organic Textile Standard
GRS	Global Recycled Standard
IFRS	International Financial Reporting Standards
ILO	International Labour Organisation
I-REC	International Renewable Energy Certificate
ISMS	Information Security Management System
ISO	International Organisation for Standardisation
ISSB	International Sustainability Standards Board
MEGEM	Sun Tekstil Vocational Training and Development Centre
NGO	Non-Governmental Organizations
OCS	Organic Content Standard
OHS	Occupational Health and Safety
PPE	Personal Protective Equipment
R&D	Research and Development
RCS	Recycled Claim Standard
RWS	Responsible Wool Standard
SASB	Sustainability Accounting Standards Board
SBTi	Science Based Targets Initiative Platform
SDG	Sustainable Development Goals
SPP	Solar Power Plant
TDEP	Türkiye Circular Economy Platform
TGSD	Türkiye Clothing Manufacturers Association
TİM	Türkiye Exporters Assembly
TUSIAD	Turkish Industry and Business Association
UN	United Nations
UNGC (UN Global Compact)	United Nations Global Compact
UNGC CoP	UNGC Communication on Progress
WBCSD	World Business Council for Sustainable Development
WEF	World Economic Forum
WEPS	Women's Empowerment Principles
ZDHC	Zero Discharge of Hazardous Chemicals

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We are very happy to share the strategies and activities that we have developed within the scope of our holistic sustainability approach with you through our 2024 report. All content of the report regarding the valuable performance achieved thanks to the efforts of the employees and stakeholders of Sun Tekstil was prepared by the Sun Tekstil Report Preparation Committee under the leadership of our Sustainability Management Department and Corporate Relations and Communication Department. With the leadership of our senior management, the dedication of our employees, and the contributions of all our stakeholders, we will continue to create value for society and our world and design a sustainable future together.

Details

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